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Minutes of

SALEM PRESBYTERY

THIRTY-THIRD STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
February 1, 1997

THIRTY-FOURTH STATED MEETING
KOREAN FIRSTPRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 22, 1997

THIRTY-FIFTH STATED MEETING
BARIUM SPRINGS HOME FOR CHILDREN
BARIUM SPRINGS, NORTH CAROLINA
July 18-19, 1997

THIRTY-SIXTH STATED MEETING
WESTMINSTER PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
October 21, 1997

SPECIAL MEETING
VANDALIA PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
December 2, 1997

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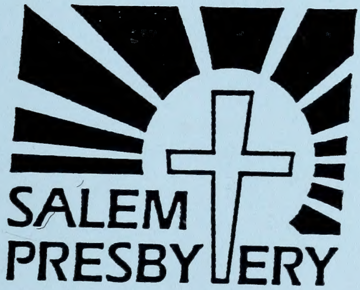
VOLUME IX NUMBER 1

Minutes of


SALEM
PRESBYTERY

THIRTY-THIRD STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
February 1, 1997

MINUTES OF

SALEM PRESBYTERY

THIRTY-THIRD STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA

February 1, 1997

OFFICERS

Moderator	N. N. Fleming, III
Moderator-in-Nomination	Patricia F. Stewart
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

THIRTY-THIRD STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

BURLINGTON, NORTH CAROLINA

February 1, 1997

The Thirty-Third Stated Meeting of Salem Presbytery, held on Saturday, February 1, 1997, at First Presbyterian Church, Burlington, North Carolina, was called to order by Moderator N. N. Fleming, III at 9:00 a.m. He led the opening prayer.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	171	Non-Commissioners	6
Ministers	140		
		Visitors	130
Corresponding Members			
Ministers	3	Total	457
Church Educators	7		

The following Ministers were enrolled:

A-F

J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Philip A. Beck, Jesse W. Bledsoe, Ronald L. Bowie, Ernest M. Bradford, Warren C. Brannon, Janet B. Briscoe, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, David M. Cameron, Kathryn J. Cameron, George C. Carpenter, Charles R. Carter, Carole F. Chase, Jae Heung Chung, M. Gray Clark, Robert E. Cleveland, Frank C. Collier, Virginia Ann Cowfer, William J. Cowfer, William Reid Dalton, III, Kermit W. Dancy, Ares Davidian, Dale W. Davidson, Frank A. Davison, Max E. Deal, Frank M. Dew, C. Wayne Dixon, Christopher F. East, Lou McAlister East, Stewart E. Ellis, Carlton A. G. Eversley, Bruce Feltrup-Exum, Carol C. Fisher, Charles G. Fitzpatrick, Joseph W. Flora, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Murv' L. Gardiner, Philip R. Gehman, Robert J. Goforth, Lucius A. Gray, Perry Dwayne Griffin, J. Randy Hall, Hewon Han, John M. Handley, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Thomas A. Huff, Jr., Guy W. Hunt, Jr., George Hunter, Robert S. Jeffords, Sr., Kurt W. Johnston, Henry J. Keating, J. David Kivett, William R. Knox, Morton Kurtz, Thomas K. Lane, Donald E. Lannon, David E. Leininger, Ruth B. Lenger, Robert M. Lewis, S. Edwin Lewis, Thomas K. Lewis, III, Joel M. Long, William J. MacDonald, Robert M. Matthews, Stephen P. McCutchan, Sam E. McGregor, Jr., Mary C. McNeal, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, James A. Mitcham, Jr., H. Reid Montgomery, Molly D. Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Gail Porter Nelson, David C. Partington, Franklin L. Partridge, III, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, W. Clark Porter, III, Donald G. Price, Richard L. Qualls, Marie P. Reed, Leland A. Richardson, Raymond W. Riddleberger, James M. Rissmiller, Francis J. Rivers, Jeannette G. Rodenbough, Brian K. Rummage, Victor C. Scott, Dennis J. Sebesan, Grant M. Sharp, R. Page Shelton, Jerold D. Shetler, Jeffrey D. Smith, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Ernest L. Stoffel, Larry E. Summey, David H. Sutton, C. Powerll Sykes, Sr., Al F. Thomas, Jr., John G. Truitt, Jr., T. Ronald Vaughan, Rockwell P. Ward, W. Russel Ward, Jr., A. Michael Warren, William C. Weckerly, Norman M. Whitney, Sr., Daniel C. Wilkers, John A. Wilkerson, Jr., Frank C. Wilkinson, Charles Williams, James K. Wilson, Jr., William T. Wing, III, R. Scott Woodmanssee, Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Wyatt Aiken, Jr., James H. Allen, L. Adlai Boyd, M. Susan Dobyns, Robert C. Evans, III, James T. Frazier, Holly D. Hayes, Robert W. Henderson, Ann B. Jahnes, Alyce M. Kelly, Walter W. King, Robert E. Lee, Steve A. Martin, Angus W. McGregor, J. Herbert Nelson, Joseph L. Pickard, Paul N. Ridolfi, Russell H. Ritchel, Jr., A. Carter Shelley, Paul R. Snell, Erich W. Thompson, Dan M. Thornton, J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Dwight Lee Barker, Edwin C. Brammer, Jr., Charles L. Brown, William Brown, David H. Burr, Cecil C. Callis, William H. Chappell, L. B. Colquitt, Jr., F. Marion Dick, Norris L. Fellows, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, John A. Redhead, Jr., Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Lester E. Sheppard, William R. Smith, III, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Linda L. Blessing, Frederick A. H. Coates, O. Leighton Culler, James A. Dickens, Barbara E. Dua, Jonathan H. Freeman, Elijah B. Freeman, Larry W. Freeman, Sherron K. George, Carter B. Gillespie, Scott C. Girard, David L. Henry, William F. Lawrence, Jr., B. Paul Lindsey, Z. Bradford Long, Lisa T. Nelson, Richard R. Osmer, Steve M. Pharr, George K. Preston, III, Jerry M. Smith, Mark T. Stewart, John B. Talmage, Glenn C. Thomason, Kellie E. Weekley-Mills, Jeff White, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representative(s):

A-F

Alamance Floyd Fogleman, Joe Miller, Allen Temple Margaret Cowan, Asbury Robert Overby, Asheboro First G. Douglas Aitken, Jr., Betty Lee, Baird's Creek Jim McGuire, Bethany (Graham) Larry Durham, Bethany (Statesville) Joan Boan, Bethel Beth Andrews, Bethesda (Ruffin) James Blackwell, Bethesda (Statesville) Harry Beaver, Beulah Elizabeth Scott, Bixby Lyndia Comatzer, Boone First Frank Hamilton, Buffalo Patsy Smith, Burlington First Jinx Perrou, Sally Williams, Calvary Roy Sloan, Fred Tatum, Cameron Thelma Mills, Opal Stockton, Centre Clay Sholar, Ray Washam, Church of the Covenant Amanda Burns, Clemmons Shirley Gunn, Collinstown Mark George, Community in Christ Richard Brown, Concord Hugh Ervin, Cooleemee Jean Snead, Covenant Evelyn Styron, Cross Roads John Coble, Danbury Jennie Hemrick, Dellabrook Annie Campbell, Annie McRae, Dogwood Acres Tom Moore, Eden First Pam Sasser, El Bethel Clifford Strutton, Faith Robert Huffine, Fellowship Wilbur Gibble, Fieldstone Bill Howard, Celeste Wilkinson, Fifth Creek Frank Walker, Flat Rock Gail Cox, Forest Hills Linda Sasser, Forest Park Steve Wilson, Francisco Louise Palmer, Franklin Cecil Coe, Jim Lee, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glendale Springs Leslya Phipps, Glenwood Edgar Mack, Grace Ethan Sherrod, William Shouse, Graham Bill Cooke, Betty Webb, Greensboro First W. Douglas Albright, Margaret Arbuckle, Kay Ruthren Hogan, Mary Hamlin, Peter Vanstory, Greenwood Becky Brim, Wayne Robertson, Griers Kelly Chapman, Guilford Park Frank Hall, Bob Kollar, Don Moore, Gulf Russell Palmer, Hawfields Tom Gamble, Robert Scott, High Point First Doug Clark, Teresa Mackey, Hilco Woudstra, Highland Annie Cahoon, Cynthia Kirkman, Hope View Ronald Smith, Immanuel John Brown, Jamestown Bob Craver, J. Gecinger, David Miedema, John Calvin Joyce Caddell, Amy McCachren, Kernersville First Norman Self, Korean First Eui H. Park, Moon Won Suh, Laurel Fork Bobby Holloway, Lexington First Carolyn Davis, Rebecca Sullivan, Lexington Second Sharon Mahaffey, Logan Juanita Allen, Daisy Keaton, Love Valley Gay Burr, Madison Pat Hayes, Mebane Ivan Tyre, Memorial Joseph Lambeth, Mocksville First Bob Wallace, Mooresville First Mark Auten, Delores Spielman, Larry Taylor, Mt. Jefferson Bruce Powell, Mt. Tabor Vanessa Chunn, Joseph Rankin, Mt. Vernon Ruth Taylor, Mt. Vernon Springs W. J. Porter.

N-Z

New Salem Jeanne Cockrell, North Wilkesboro David Brooks, II, Gordon Finley, Alisa Shomaker, Oak Ridge Betty Glud, Old Providence Randy Wooten, Old Town John Barr, Parkway Marti Lohmeyer, Carolyn Parks, Pilot Mountain First James Blackwelder, Pine Hall Chis Rodenbough, Pittsboro Blanche Morrison, Noah Wilson, Pleasant Grove Jo Wilson, Presbytery Moderator N. N. Fleming, III, Prospect Jeff Meadows, Johnny Wilkinson, Reid Memorial Leonard Campbell, Reidsville First Anne Scott, Caroline Vanstory, St. Andrews Kathleen Clayton, St. James Louise Cummings, Marsha Knox, Rosa Yourse, St. Paul Anna Pace, Salisbury First Stephen Bullock, Gunnar Fromen, Susan Mesimer, Laura Murph, Sedgefield Martha Cockerham, Kay Fitzpatrick, Shallowford Gene Graham, Shiloh (Burlington) Bob Pennington, Siler City Holly Brooks, Smyrna D. L. Tuttle, Speedwell Nori Torbert, Spencer Elinor Wilburn, Starmount Mitch Fore, Kurt Kronenfeld, Statesville First Richard Boyd, George Caudle, Stony Creek Mike Andrews-Kulis, Tabor Dorman Tatum, Taylorsville Alvin Woody, Third Creek John Steele, Jr., Thomasville First Joe Bennett, Thyatira Ann Swanson, Trinity (Elon College) Nancy Hager, Trinity (Salisbury) David Boger, Andrew Wilson, Trinity (Winston-Salem) Sharon Minor, Unity Sam Correll, Vandalia Lois Bohnsack, Wentworth Doc Sherron, Westminster (Burlington) Gene Kizziah, Westminster (Greensboro) David G. Jones, Brian Reeve, Whispering Pines Becky McMasters, Winston-Salem First Paul Barclay, Sr., Mack Dagenhart, Emmett McCall, James Price, Yadkin United Donald Tate, Thomas Vinson, Yadkinville Suzanne Thomasson, Yanceyville Virginia Blackwell.

The following Churches were excused from having representatives at this meeting of Presbytery:

Church of the Cross, Hills, Lansing, Lloyd, Mt. Airy First, Sandy Ridge, Shiloh (Statesville), Sparta.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Boonville First, Cleveland, Clio, Crestwood, Ebenezer, Edward Webb Memorial, Elkin, Elmwood, Fairmont, Joyce, Little Joe's, Milton, Mocksville Second, New Creation Community, Oakland, Oakview, Peak Creek, Piedmont, Pine Ridge, Randolph, Red House, Riverview, Rumple Memorial, St. Paul (High Point), Salisbury Second, Shady Side, Southminster, Springwood, Stoneville.

The following Church Educators were enrolled:

Sarah Christie, Cindy Core, John Johnson, Bonnie Lamberth, Gin Reid Mitchem, Pat Smith, Edye Williamson.

The following Corresponding Members were present:

Emmanuel Agyei, Ghana; K. Twum Barimah, Ghana; Deborah McEachran, Monmouth Presbytery.

The following Visiters were registered:

Ruth Allen, Steve Alston, Gladys Bailey, Wade Balsley, John Barney, Annie Miller Bates, Nellie Bescher, Frank Brake, Lois Brake, Billy Brown, Gutie Brown, Eric Brown, Joseph Brown, Laura Brown, Susan Brown, Sylvia Brown, C. W. Cameron, Marian Cameron, Lori Carr, Margaret Carr, Roy Carr, Linda Carraway, Bobbie Carter, Bill Christian, Marcus Chunn, Laura Clark, Barbara Clawson, Mary Cleveland, Colleen Collins, Greta Connor, Brian Cooper, Lib Cornatzer, Chris Davis, Nancy Dixon, Jack Dyer, Margaret Elliott, Louise Farrior, Bethan Faust, Bob Finley, Delaine Fleming, Karen Fleming, James Foil, Jr., Frank Fuller, Jr., Laquisha Galloway, Ezra Gilliam, Bob Glasgow, Luella Graves, Leonard Hall, Anne Hall-Wurst, John Hamil, Bernice Heaggans, Nell Hedrick, Samuel Henderson, Thelma Hines, Ralph Hobbs, Barbara Hochuli, Marie Hodgin, Emma Holt, Maxine Johnson, Gayl Knox, Kip Layer, Tammye Layer, Velmalene Leake, Christie Leininger, Forrest Lloyd, Bob Lohmeyer, Dianne Luce, Margaret Marks, Hervey Martin, Linda Mason, Cora Massey, Jade Massey, Serenitie Massey, Iris Mauney, LaDonna McCarther, Janet McGuire, James Miles, Jane Miller, Ray Mims, Dorothy Mintz, Mary Mitcham, Kelly Mitschke-Pogue, Leroy Moose, Jr., Dave Murdock, Sam Nelson, Jewelene Parker, J. D. Parks, Sandra Pate, Emma Penn, Bettie Perryman, Clara Jo Pleasants, Frances Porter, Les Preston, Evelyn Price, Constance Purcell, Sean Ramsey, Catherine Rankin, Charles Rodenbough, Virgia Rush, Otis Scott, Benjamin Senn, Carolyn Sharp, Marcus Snoddy, Marianne Summey, Allen Tate, Jr., Vada Tatum, Marshall Taylor, Jean Theodore, Yellock Truman, Mary Tyer, Keith Uffman, Harvey Walker, Hubert Wall, Gwendolyn Wallace, Helen Waller, Marjorie Ward, Muriel Ward, Edith Wasko, Ralph Webster, Alura Wheeler, Bruce Wheeler, Brionne Williams, Myrna Williams, Robert Williams, Roslyn Wilson, Madalu Wright, Gay Wyche, Francis Young.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Phyllis L. Plyler, Esther K. Preston, Brenda Nance, Sara Williams.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. The Docket for the Thirty-Third Stated Meeting of Salem Presbytery was adopted. (Appendix A, pp. 31-32.)

OMNIBUS MOTION

Mack Dagenhart, Council Cluster Moderator, presented the Omnibus Motion. Following the removal of Recommendation #7, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designations in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend Charles Williams, Pastor of the First Presbyterian Church. Information regarding the facilities and arrangements for the meeting were presented. The Moderator welcomed Elders attending Presbytery for the first time. The following ministers from other presbyteries were introduced and welcomed and seated as Corresponding Members: The Reverend Emmanuel Agyei and the Reverend K. Twum from Ghana, and the Reverend Deborah McEachran from Manmouth Presbytery.

ECUMENICAL VISITOR

The Ecumenical Visitor, Father Juniper Alwell, Priest, Blessed Sacrament Roman Catholic Church, was introduced. He addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 33-34.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record. (Appendix C, pp.35 -37.)

WORSHIP AND COMMUNION

Led by the Reverend Charles Williams and the Reverend Ruth Lenger, Presbytery joined in a service of Worship and Communion. The preacher was the Reverend Twum Barimah from Tease, Ghana. The organist was Robert Burns King.

AMENDMENTS TO THE CONSTITUTION

The Constitutional Amendment Task Force was composed of the following persons who were Salem's Commissioners to the 1996 General Assembly meeting in Albuquerque:

Elders	Ministers
Bettie Perryman (Lexington Second)	E. B. Freeman (St. Paul, High Point)
Annie McRae (Dellabrook)	John Milholland (Fifth Creek/Old Providence)
Jim Price (Winston-Salem First)	David Partington (Shallowford)
Robert Kollar (Guilford Park)	Phyllis Kort (Salem's other GA Commissioner in '96 has since transferred to New Hope

ACTION:

2. Salem Presbytery adopted the following recommendations on procedure in voting on Constitutional Amendments:

    a. That five (5) minutes be allowed to adopt these procedures.

    b. That those Elders listed above who are not commissioners to this meeting of Salem Presbytery be granted the privilege of the floor (voice, but without vote).

    c. That the Task Force be appointed tellers for counting votes taken by the Presbytery today with the addition of the Recording Clerk, the Reverend Bob Matthews, as head teller who will report those votes.

    d. That the Docket begin with the organization of Presbytery, followed by Worship, including Celebration of the Sacrament of the Lord's Supper, followed by discussion and voting on the Amendments (to be considered in the worshipful context of obedience to the guidance of the Holy Spirit).

    e. That Amendment B be considered first:

        (1) allowing forty (40) minutes for its debate;

        (2) the Moderator will recognize those asking to speak alternating between those speaking for a YES response and those speaking for a NO response (those wishing to speak will be asked to take seats on the front pews to facilitate the movement from one speaker to the next);

        (3) each speaker will be limited to two (2) minutes to state why the body should favor her/his position (time will then be called and an advocate of the other view invited to speak); and

        (4) no person will be invited to speak more than once unless all who wish to speak for that speaker's position (YES or NO) have spoken and the 40 minute debate limit has not expired.

        (5) That when the debate on Amendment B is completed, the Task Force will call for a season of silent prayer for discernment of what response God is leading each voter to make in obedience to the guiding of the Holy Spirit. After five (5) minutes of silence, the Moderator will call for the ballots.

        (6) That the vote on Amendment B will be taken by secret ballot on a ballot provided in each Elder Commissioner or Minister's packet obtained upon registration at the meeting (ballots are to be used ONLY by Minister members of Salem Presbytery and Elders commissioned by their Sessions to this meeting of Salem Presbytery.

    e. That twenty (20) minutes be allowed for debate and vote on the remaining Amendments.

    f. That Amendments A., C., D., E., F., G., H., J., and K be considered as a "consent agenda" (Omnibus Motion). Anyone wishing an Amendment removed from the "consent agenda" for questions, discussion, or comments, just ask the Moderator when the motion to adopt is made by Bettie Perryman. A request to remove will be honored without discussion. Please refer to Amendments by their letters in the booklet.

g. That Amendments L. and I. (in that order) be considered separately.

ACTION:

3. Salem Presbytery voted on the Proposed Amendments to the Constitution of the Presbyterian Church (U.S.A.) as follows:

Amendment A	Affirmative	Amendment I.3	Negative
*Amendment B	Affirmative	Amendment I.4	Negative
Amendment C	Affirmative	Amendment I.5	Negative
Amendment D	Negative	Amendment I.6	Negative
Amendment E	Affirmative	Amendment I.7	Negative
Amendment F	Affirmative	Amendment I.8	Negative
Amendment G	Affirmative	Amendment I.9	Affirmative
Amendment H	Affirmative	Amendment J	Affirmative
Amendment I.1	Affirmative	Amendment K	Affirmative
Amendment I.2	Negative	Amendment L	Negative

*Because of a misunderstanding of the effect of a "No Action" vote, Presbytery decided to vote again on Amendment B, and directed that a new ballot be prepared with only "For" or "Against" (only two choices). The Presbytery voted again on Amendment B: 153 For, 143 Against.

PRESBYTERY COUNCIL CLUSTER

Mack Dagenhart, Moderator

Your Council has met twice since the last Stated Meeting of Salem Presbytery.

Actions Reported by Council:

1. Approved the following dates:

Council Cluster Meeting dates (ordinarily at 1:00 p.m.):

January 9
February 13
March 13
April 10 (Program Hearings)
May 8 (Budget Hearings)
June 5
August 14
September 11
October 9
November 13
December 11

Goals and Evaluation dates involving all Clusters:

January 7	
May 15	Agenda planning for the 1998 Action Plans
September 14	Meeting to present 1998 Action Plans
November 1	Training for the newly-elected members of the Clusters whose terms begin January 1998

Evangelism Committee two day conference April 11-12

2. Received and accepted the invitation from Korean First to host the April 22, 1997, Presbytery Meeting.

3. Invited Pastor Twum Barimah from Ghana to preach at the February 1997 Presbytery Meeting. Former Moderator Neel Fleming will preach in April.

4. Selected the following persons to serve on the Presbytery Office Building Committee: Mr. Bob Caudill, Ms. Miriam Preston Davie, Mr. John Fuller, Ms. Willie Garvin, the Reverend John Handley, Mr. Bob Hartsell, the Reverend David Partington, Mr. Charlie Stone, and Mr. Murray White.

5. Approved the request of the Personnel Committee that the Salem Presbytery Staff receive the annual Christmas bonus.

6. Approved the distribution of a list of materials concerning the proposed "fidelity and chastity" amendment to the PC(U.S.A.) Constitution that have been published or distributed within the PC(U.S.A.) and which are available from Presbytery's office to each Pastor and Clerk of Session.

7. Approved the transfer of the property located at 318 Stagecoach Trail, Greensboro, North Carolina, to the Korean First Presbyterian Church, Greensboro.

8. Approved the relocation of Shiloh Church in Burlington from the corner of I-40 and 85 to Grand Oaks Boulevard as authorized by action of Salem Presbytery on July 20, 1996.

9. At the request of The Coalition on Appalachian Ministry, endorsed an event next spring featuring Dr. Loren Mead as keynote speaker.

For Information:

1. A letter from John Handley to the Council was shared as he looked back on the history and work of Salem and as he looked ahead at the many challenges and opportunities awaiting us. John also noted that it is his intention to complete his third and final term of service December 31, 1997.

2. Building Committee Update

   The land just west of the Clemmons Presbyterian Church on U.S. 158 is now graded with a driveway connection. The site has been prepared and the footings, rough plumbing and electrical work completed, and the slab poured. Elder Murray White continues to chair the Building Committee. Their expanded membership is listed previously in the report.

   The contractor indicates that the new Presbytery Office will be completed by July 31! Some photos are on display in the exhibit area. Watch us grow!

Council Concurs with the Following Cluster:

1. Council concurs with the recommendation of the Church Growth & Enrichment Cluster.

ACTION:

4. Ms. Lois Brake and the Reverend Jean Rodenbough were approved as Salem Presbytery's representatives to the North Carolina Council of Churches' Assembly.

ACTION:

5. The Reverend James Henderson and the Reverend John Milholland were appointed to the Harmony Administrative Commission as replacements for the Reverend David Lee-Andrews and the Reverend Steve Hundley.

PERSONNEL FUNCTION GROUP

The Personnel Committee conducted the annual review for Hewon Han on November 19, 1996. The review was based on information received on evaluation forms from persons with whom he has worked in the last year, insights of the Executive Presbyter/Stated Clerk, as well as the Committee's extended conversation and review of the evaluative forms with him.

The Reverend Han continues to provide strong leadership in the area of educational ministry. The review showed very positive appreciation for his knowledge and resourcefulness. Some stated uncertainty over transition to the new structure, but praised Hewon's effectiveness in keeping things moving in this interim time. Some felt his schedule kept him from having time needed by their committee. Some words used to describe his work: extremely helpful, tactful, great job with the "balancing act" that is his job. Several suggestions were offered on ways to improve his effectiveness with certain committees. Hewon is viewed as a person of spiritual depth, a "doer", a strong colleague in ministry--an effective member of our staff.

ACTION:

6. Hewon Han was commended for his dedicated and faithful service over the last year and Bob Finley offered a prayer of thanksgiving and intercession for him.

MEMORIAL TO GEORGE STRONG CALHOUN
NOVEMBER 3, 1928 - JULY 28, 1996

Written by Stephen A. Moss

We were just convening the Session for the monthly stated meeting when the call came that George had died. I don't think that he would have approved what we did: we said a prayer and went home. There would be no Session business that night! He would have wanted us to go on with the necessary business of the church, because the work of the Lord's church was vital. But never grimly so! George had come into the life of Thyatira Church some thirty years earlier, and his life was like a sunny sparkling velvet ribbon that wove its way, influencing and touching lives all around it, with joy, enthusiasm, exuberance, compassion. It was George who taught people the shear joy of responding to this loving, vibrant God who cares for his people.

Thyatira was George's third pastorate, and I think that his whole life before 1966 was nothing more than the prelude to the full symphony that the Lord had in mind for him here with us. He served us for some sixteen years before a series of heart attacks forced him with tears in his eyes, to give up the work that was God's calling to him. George never met a stranger, and there were precious few who were not attracted to his infectious sense of humor, his openness to the Will of God, his love of a good joke, his real excitement about the work of the Spirit in other people's lives. He was compassionate and his heart went out to anyone in need. To say that he was "well-loved" doesn't come close to the depth of passionate love and respect that everyone who knew him had for him. In all of his work, he had a fine sense of knowing how to make waves but without creating thunderstorms. His warm, gently, enthusiastic and creative ways opened the doors for many good things to happen in the lives of people. He allowed those around him to be real human beings. He enriched us all. He was also a fine servant of the greater church, supportive of, and involved in, the work of Presbytery and Synod.

He spent so much time doing the Lord's work at Thyatira, that you might have thought that there was no time for anything else. But you would be wrong. The Calhoun house vibrated with children and young people, and his children will tell you to this very day what a happy time it was to live in the manse at Thyatira.

In his medically enforced retirement, George refused to be disabled. He continued to live vibrantly, playing golf, spending time with his friends, taking care of his grandchildren after school each day, and being at Thyatira with his wife Mary Alice in worship, every Sunday. He was the most wonderful predecessor that a Pastor could have, and have right there every week.

George was a man of small stature who was truly a giant among us, for his joyful faithfulness and for the fact that he ennobled all of those who were around him. He fell asleep and died in his easy chair, on Lord's Day, with two separate TV sets broadcasting two separate sports events in front of him. That was George! He was full of life and Grace in Jesus Christ. To God be the glory!

MEMORIAL TO JOHN SAMUEL JOHNSON, JR.

Written by John W. Johnson

It is indeed an honor to present this memorial and tribute to my father, John Samuel Johnson, Jr., who passed away on November 6, 1996. To begin with, I will review some biographical data concerning my father. He was born on February 15, 1900, in Cades, SC. At the age of 4 he moved to the small community of Rex, North Carolina (near Fayetteville). Following high school graduation, he attended Davidson College, receiving a Bachelor of Arts Degree in 1922. After teaching in a one-room school, he enrolled in Union Theological Seminary in Richmond, VA, where he graduated in 1926. He was ordained to the Ministry on September 1, 1926, by the Presbytery of Greenbrier in West Virginia. He pastored churches in West Virginia, Ohio, and South Dakota before returning to the mountains of North Carolina in 1944. He served several churches over the years in Old Concord and Kings Mountain Presbyteries, ending his active ministry as organizing pastor of the United Presbyterian Church in Lenoir. He served as Moderator of Kings Mountain Presbytery and of Concord Presbytery, and was a Commissioner to General Assembly in 1955. He retired from the active ministry on September 1. 1965, and during retirement supplied fifteen different churches for the time allowed at that time. Moving from the mountains back to Lenoir in 1978, he and my mother remained there until their move to the Presbyterian Home in High Point in September of 1986.

Speaking of my mother, she is a former DCE and graduate of the Assembly Training School (now PSCE) in Richmond. They were married in December 1944 and have three children. My oldest sister Barbara, lives in Asheville with her family and is an elder in the Grace Covenant Church there. She is also a leader in Presbyterian Women locally, regionally, and nationally, having been director of the Women's Conference in Montreat last summer. She was also the last Moderator of old Asheville Presbytery. My sister, Lydia, an ordained minister, theologian, musician, educator, author, and missionary, lives with her husband and children in Durban, South Africa, serving on a theological faculty there. And I am a graduate of PSCE and am completing my 18th year of service in the Church as an educator and my 8th year here in Burlington. In thinking of what to say to sum up my father's years of service to the Church, I was almost overcome by the difficulty in this task. However, my sister Lydia helped greatly in this daunting task. She has compiled a collection of my father's sermons, poems, and hymns, and it is from the introduction of this collection entitled, "An Uncompromising Faith", written by her a few months before his death, that I now read.

J. S. Johnson is not the kind of person who necessarily strikes people, upon first meeting him, as a powerful preacher or a giant of a church leader or theologian. He is quiet, small of stature, unassuming -- not exactly one's image of the "great" american pastor, whom we tend to think of as charismatic, sharp-witted and gregarious. Nonetheless. J. S. Johnson is one of the saints, a most extraordinary Christian. He is a remarkable person for many reasons, but first and foremost because he works intentionally and thoughtfully at living out his faith every day. What is striking about my father is the nature of the process entailed in his "living-out" the faith. For him it is a never-ending spiritual and intellectual quest which takes place in the profoundest depths of consciousness. J. S. Johnson was a wonderful pastor, genuinely loved and respected by the congregations he served. He was completely dedicated to his pastoral duties, uncomplainingly visiting his parishioners, leading Bible studies, vacation Bible schools and church camps, providing steady, fair-minded leadership, and bringing an unusual degree of creativity to his ministry. J. S. Johnson is no longer preaching or fulfilling his pastoral duties in a public way. At this writing he is nearing his 97th birthday, and even he has admitted that he is "tired". Yet his ministry is not finished. For one thing, it lives on in the lives of any number of individuals who came under his influence in the many congregations he has served over the decades.

In these sometimes rather out-of-the-way places, with names like Crossnore, Long Creek, and Cool Springs, there are men and women, some now old like him, some who were touched by his example as children and youth, whose orientation to their faith has been in some significant way molded by the extraordinary faith of this "ordinary" man. But beyond that, J. S. Johnson's ministry continues because he has not quit growing in faith. In every one of his letters to his children, there is still the same questioning and reflecting, the same seeking to make connections between his faith the perplexing realities of the world in which we live. Although greatly restricted in his daily activities, although a diabetic for over seventy years, although stricken by a serious head injury in his eighties and two broken hips and a stroke in his nineties, he did not accept defeat. What emerges, when we look at his life and ministry, time and time again, is his fundamental conviction that the Christian faith is a demanding faith, something which draws the line at certain points and compels us to take the difficult path charted by Jesus.

In closing I would like to share with you a poem written by my father, the title is "Too Old To Dream?" and was written at the age of 93.

Now old and slow, forget to know,
Don't like to go when cold winds blow;
Still much to learn, new truth to see,
More hills to climb, though steep some be.

Too bent to beam? Too old to dream?
It's not as grim as it may seem.
If heart be young we still can dream,
In spite of rush of aging stream.

We still can climb the hills of hope;
There still is much within our scope.
Our minds are free to think and choose,
We need not yield to old-age blues.

To make this world a better place,
In spite of creed or need or race:
Folks still are hungry, sick and sad,
We hear a call to make them glad.

Too old to dream? No, not at all,
Though daily hear "take care, don't fall!"
Still young in heart and free in mind
To seek the best for humankind.

The Moderator led a prayer of thanksgiving for these ministers.

WORLDWIDE MINISTRIES CLUSTER
June Woodall, Moderator

Christie Leininger, former Worldwide Ministries Committee Moderator, presented awards as follows:

Worldwide Ministries Person of the Year	Barbara Clawson
Worldwide Ministries Church of the Year	St. Paul (Greensboro)
Worldwide Ministries Youth Group of the Year	Prospect

George Carpenter introduced the Reverend Twum Bariman and the Reverend Emmanuel Agyei from Ghana who presented a carved drummer as a gift to the Presbytery.

NOMINATING COMMITTEE
Sam McGregor, Moderator

ACTION:

7. Presbytery elected the following additional persons to the Clusters as indicated:

CHURCH GROWTH AND ENRICHMENT CLUSTER

Rev. Alyce Kelly	Allen Temple
Mr. Wayne Robertson	Greenwood
Mr. Sam Zealy	Starmount

EDUCATIONAL MINISTRIES CLUSTER

Ms. Sammie Braxton	High Point First
Ms. Kathy Reagan	Clemmons
Rev. Victor Scott	Greenwood

MINISTRY CLUSTER

Examinations (12)

Ms. Barbara Hochuli	Asheboro First

Preparation for Ministry (12)

Rev. Carol Fisher	Hawfields
Rev. James Mitcham	Shady Side

SHALOM CLUSTER

Mr. Hilco Woodstra	High Point First
Ms. Gayl Knox	Lansing
Mr. Jim Van Hecke	Greensboro First
Rev. Ernest Bradford	Retired
Rev. James Dickens	Logan
Ms. Lois Brake	Grace
Rev. Lisa Nelson	Prospect
Ms. Rosa Yourse	St. James
Mr. William Shouse	Grace

WORLDWIDE MINISTRIES CLUSTER

Ms. Laura Quinn	Greensboro First
Mr. Pat Pate	Faith
Mr. Charles Cameron	Pittsboro
Mr. Jim Lowe	Starmount
Ms. Elizabeth Scott	Beulah
Rev. Cindy Higgins	Westminster (Greensboro)

COMMITTEE ON REPRESENTATION

Dr. R. E. Kilpatrick	Asheboro First

PERMANENT JUDICIAL COMMISSION

Class of 2000	
Judge William Neely (Replaces Rev. David Sutton)	Dogwood Acres

ACTION:

8. Mr. Robert Rush (St. Paul, High Point) was elected to serve as Salem Presbytery's representative to the Council of the Synod of the Mid-Atlantic.

ACTION:

9. The Reverend William Hayes (Smyrna/Wentworth) was elected as a Minister Commissioner to the 1997 General Assembly to replace the Reverend Phyllis Kort who attended the 1996 General Assembly; the Reverend James Mitcham (Shady Side) was elected as a Minister Commissioner to the 1997 General Assembly to replace Rev. E. B. Freeman who attended the 1996 General Assembly; and the following 1996 Alternate Commissioners were elected Principal Commissioners for 1997:

Ministers:

Rev. David Kivett (Reidsville First)
Rev. John Wilkerson (Alamance)

Elders:
Ms. Margaret Elliott (Trinity, Winston-Salem)
Mr. Bill Hylton (High Point First)
Mr. Marshall Taylor (Mebane)
Mr. Thomas Vinson (Yadkin United)

ACTIONS:

10. The following persons were elected as 1997 Minister Commissioner Alternates:

Rev. Ronald L. Bowie (Boone First)
Rev. Joel M. Long (Eden First)
Rev. Gail Porter Nelson (Yadkin United)
Rev. A. Carter Shelley (Member-at-Large)

11. The following persons were elected as 1997 Elder Commissioner Alternates:

Mr. Charles Cameron (Pittsboro)
Ms. Marsha Knox (St. James)
Ms. Elizabeth McPherson (Yanceyville)
Mr. Fred Ward (Parkway)

The General Assembly, meeting in Albuquerque in 1996, reversed its action of the previous year regarding the participation of Youth Advisory Delegates; and Salem Presbytery is now eligible to send a YAD in 1997.

ACTION:

12. The Nominating Committee was authorized to secure a Youth Advisory Delegate to the 1997 meeting of General Assembly.

ACTION:

13. Presbytery endorsed the Reverend Jamie Pharr for nomination to the General Assembly Advisory Commission on the Constitution.

RECOGNITION OF F. MARION DICK 104TH BIRTHDAY

ACTION:

14. Presbytery adopted the following resolution in recognition of the Reverend F. Marion Dick's 104th birthday:

A RESOLUTION CONCERNING THE REVEREND FREDERICK MARION DICK

Whereas, his birth, March 2, 1893, in McLeansville, NC, makes him the Senior Minister of Salem Presbytery; and

Whereas, that date, along with his graduation from Union Seminary (Va.) in 1924 makes him the oldest living graduate of that institution; and

Whereas, we believe he is also the oldest living Minister of Word and Sacrament of the Presbyterian Church (U.S.A.); and

Whereas, since his "first career" (12 years) as a printer and his second (1924-1961) as preacher have been accompanied by a quick and clever sense of humor which prompted him to report at age 100: "The doctors told me (at age 16) I had an enlarged heart and would not live to be an old man"; and

Whereas, that big heart has caused him to say that founding churches (three including Shades Valley Presbyterian Church, the biggest of our denomination in Birmingham Alabama) and inspiring others to enter the ministry (also three) are the "most important events of my ministry in the sight of God"; and

Whereas, he served as pastor of churches in Virginia, North Carolina, and Alabama (15 in all) and as general evangelist and presbytery executive and was a member of both the PCUS and the UPC during his "active" years; and

Whereas, his son recently reported that active is still the right word: "Dad continues to have a bright mind, a wonderful sense of humor, and a marvelous attitude which keeps him going, and going, and going";

Therefore, be it resolved that Salem Presbytery, meeting at the First Presbyterian Church, Burlington, NC, this first day of February, 1997, does hereby give thanks to God for the "energized" life and witness of our friend and colleague, Frederick Marion Dick, in recognition and thanksgiving for the 104th celebration of his birthday on March 2, 1997, with these words and by singing a rousing rendition of "Happy Birthday"!

Send a note or birthday card to:
The Reverend F. Marion Dick
"The Altamont"
2831 Highland Avenue, Room 344
Birmingham, AL 35205

CHURCH GROWTH & ENRICHMENT CLUSTER

Ronald Bowie, Moderator

OAK RIDGE PRESBYTERIAN CHURCH

The Oak Ridge Presbyterian Church was organized in December 1994 with a total of 85 members. Good spirits are in the church–membership has come together as a community of faith this year and now total 133 with good attendance.

Presbytery purchased 6.2 acres for the church in 1993; two metal buildings, located on the property at the time of purchase, were renovated for use as sanctuary and office/educational building. The church has now outgrown these facilities and has produced plans for a two-phase sanctuary/educational building at a cost of $870,567 for phase one. They have hired John Fuller, Fuller Architectural, as architect.

ACTION:

15. Salem Presbytery approved the application from Oak Ridge Presbyterian Church (Appendix D, pp. 38-43) to borrow $300,000 from General Assembly and up to $151,000 from a local financial institution to enable the church to commence with their first-phase building program.

The Cluster recognized the Hawfields Presbyterian Church for adopting the Commitment to Evangelism.

SERVICE OF HONORABLE RETIREMENT FOR GRANT M. SHARP

Presbytery joined in a service of Honorable Retirement for the Reverend Grant M. Sharp led by Michael Warren. S. Curtis Patterson spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Sharp a framed Certificate of Honorable Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery adjourned at 12:30 p.m. for lunch.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:45 p.m., and Christie Leininger led the prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal/Pennies Offering.

SHALOM CLUSTER

John A. Wilkerson, Jr., Moderator

Members of Shalom Cluster have been diligent in attempting to be responsive to Presbytery's directive "to address the 1997 need for reflecting 'racial parity, feasibility, and fairness to all our campus ministries.'" We have held open discussions with campus ministers whom Presbytery has been supporting, as well as representatives from those ministries and representatives from Stewardship, Budget and Finance, and Presbytery Staff. Private conversations have been held, as well, in an attempt to negotiate a recommendation which, hopefully, all parties will be able to support.

It is apparent to members of Shalom Cluster that all who represent campus ministry at A&T/Bennett in Greensboro, Appalachian State University, the Winston-Salem area (Wake Forest University, Salem College, N. C. School of the Arts, and Winston-Salem State University), and UNC-Greensboro desire very much a partner relationship with Salem Presbytery that reflects parity and fairness. It is apparent, also, that for whatever reason, such has not truly existed, particularly in the area of funding resources for campus ministry at A&T/Bennett through St. James Presbyterian Church.

Members of Shalom Cluster believe that now is the moment of opportunity for Salem Presbytery to show good faith in the members of St. James Presbyterian Church who have provided faithfully a ministry to students at A&T/Bennett for 36 years by ending the disparity of relational and funding support which exists between their ministry and other campus ministries which Presbytery supports. We believe that to do so will do much to help rebuild trust between Salem Presbytery and St. James Presbyterian Church, a trust which, sadly, has eroded over the past few years.

ACTIONS:

16. Presbytery amended the 1997 budget of Salem Presbytery by adding an item of $49,150 for campus ministry at A&T/Bennett College, through St. James Presbyterian Church, to be disbursed monthly, retroactive to January 1, 1997.

17. All other items under the Higher Education line item were distributed as previously designated.

After hearing from representatives of each of our campus ministries, we, the members of Shalom Cluster, believe that Salem Presbytery is truly blessed to have such dedicated servants to carry on this important ministry in our behalf. Campus ministry affects to some degree, either directly or indirectly, the life of every congregation in our Presbytery and in the entire General Assembly. For that reason, between now and the next meeting of Presbytery, the Shalom Cluster, with the help of others involved in this ministry, will be formulating a philosophy of funding, as well as a philosophy of and models for campus ministry in Salem Presbytery. Moreover, we will be devising ways and means to promote better understanding and support of campus ministry within the churches of Salem Presbytery.

Other task assignments around which we are organizing our cluster group involve peace and justice issues, community ministry grants, NC prison ministries, women's ministry, and ecumenical relations.

MEMORIAL TO JACK ROGER MARROW
SALEM PRESBYTERY
February 1, 1997

Written by Malcolm M. Bullock

Jack Roger Marrow, son of Jack D. and Sarah Marrow, was born May 14, 1932, in Shelby, NC. In his youth Roger attended the Cook's Memorial Presbyterian Church, Charlotte, where he made his profession of faith. Roger graduated from the Long Creek High School, Mecklenburg County, NC, where he was a very enthusiastic basketball player.

Afterwards he joined the U.S. Army and became a paratrooper. It was while serving with the 101st Airborne Division that Roger heard the Call of God to the Gospel ministry. Subsequently, he attended North Carolina State College and received his B.A. degree from Bob Jones University, Greenville, SC, and his Master of Divinity from Columbia Theological Seminary, Decatur, GA.

Ordained by South Carolina Presbytery July 17, 1962, Roger served Wayside and Rock Bridge Presbyterian Churches, Laurens, SC; Robinson Memorial Presbyterian Church, Gastonia, NC; Back Creek Presbyterian Church, Mt. Ulla, NC; and Franklin Presbyterian Church, Salisbury, NC. He also served as interim pastor at Thyatira and Second Presbyterian Churches, Salisbury, as well as parish associate at Second Church. He was twice a commissioner to PCUS General Assembly.

Following his pastorate at Franklin Presbyterian (1974-1979), the VA Medical Center, Salisbury, selected him in 1979 for full-time chaplain. Roger had previously served as Intermittent Chaplain there from 1975-1979.

In his distinctive military career of some twenty-two years, Roger attained the rank of Lieutenant Colonel and was well on his way to being promoted to full Colonel when tragedy struck in his sustaining a severe back injury at Ft. Bragg, NC, that forced his early retirement from military service. His many military achievements include his graduation from Commanding General Staff College and his near graduation from the Air War College at the time he was seriously injured. Roger was a chaplain with the Special Forces and a Master Parachutist. His last assignment was chaplain of the 312th Evacuation Hospital. He was loved and respected by his troops. His commander said of him, "He was a very caring chaplain and one of my best friends when he served with us."

Throughout his life he demonstrated great courage: in parachute jumping (78 jumps); at Franklin Church where he took an heroic stand against one who wanted not only the Franklin Church but other churches to pull out of the PCUS; and in his tough battle with cancer. He died August 30, 1996.

A man of God, a preacher of the Gospel, a disciple of Christ, a defender of the Church, a friend of the soldier and civilian--we pay our tribute to him. The words of the Apostle Paul in II Timothy 4:7, 8 are most apropos: "I have fought a good fight, I have finished my course, I have kept the faith; henceforth there is laid up for me a crown of righteousness, which the Lord, the righteous judge, shall give me at that day; and not to me only, but unto all them also that love his appearing."

We extend our sympathy and offer our prayers for his loving and caring family--Jane, his wife of thirty-nine years, Salisbury; son J. Roger, Jr., Salisbury; daughters, Mrs. Mike (Linda) Nevling, Roanoke, VA; and Mrs. Eric (Lisa) Scott, Durham, NC; grandchildren, Kelly Nevling, Taylor and Alexander Scott.

MEMORIAL TO DARRELL A. (TED) PARKER
JUNE 1, 1915 - MAY 28, 1996
SALEM PRESBYTERY
February 1, 1996

Written by Robert M. Lewis

Following a faithful ministry at the First Presbyterian Church of Valparaiso, Indiana, and several years of mission work in Columbia, South America, the Reverend D. A. Parker and his wife moved to Salisbury and quickly became active in the church and community.

Ted was received into the Presbytery of Concord from Wabash Valley Presbytery on June 16, 1984. He served First Presbyterian Church as its parish associate, gifted in pastoral care.

He chaired the Witness Committee of the Presbytery of Concord in 1987 and 1988 and was instrumental in establishing the presbytery's relationship with Hsinchu Presbytery in Taiwan. He placed special emphasis on international missions and expressed concern over South Africa.

A servant-shepherd, he knew the flock, he took care of the flock, and he spent time with the flock. he was approachable, gentle, and compassionate. These qualities meant more to Ted than degrees, titles, or status. What the people at First Presbyterian Church of Salisbury appreciated most about Ted was his willingness to "be there" for them in times of trouble, pain, and joy.

His ministry among us was characterized by many practical acts of mercy. He encouraged and supported young people in their education. He fed the hungry, gave time and money to many in need, and befriended the sad and lonely. He gave people encouragement and hope, for he believed that help can be found in the arms of a loving God and that the church has the responsibility of showing people the way to of despair and into those arms.

Ted's preaching and teaching had biblical and theological substance. Having no patience with preaching that favors pop psychology over theology and popularity over truth, Ted proclaimed the Word of God with power and conviction.

A loyal and enthusiastic Presbyterian, Ted believed that the proper way of getting things done in the church was through the deliberative bodies of the church. He faithfully served in those governing bodies and he was a friend among his colleagues in ministry.

Ted was known for his loves. He loved his dear Ellen and his children. He loved the church and its mission. He loved his work. he loved God's beautiful handiwork. He loved his gardens. He loved music and drama, history and biography. For he believed "man's chief end is to love God and enjoy him forever."

His last years were spent in Florida. Although his health failed, he never lost his love and compassion for others.

Ellen notified the presbytery office of Ted's death, saying that his memorial service was held in Tampa on June 1, 1996, which would have been his eighty-first birthday. The service was a tribute to his life of loving and faithful service.

"Blessed are the dead who die in the Lord, says the Spirit.
They rest from their labors,
and their works follow them.
- Rev. 14:13

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE

J. David Kivett, Moderator

Presbytery proceeded with the examination of Samuel W. Henderson, Keith Alan Uffman, James H. Foil, Jr., and William E. Christian. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF SAMUEL W. HENDERSON

ACTION:

18. Salem Presbytery approved the committee and floor examination of Samuel W. Henderson in accordance with Book of Order G-11.0402.

    a. The Reverend Samuel W. Henderson was received from Sheppards & Lapsley Presbytery so that he may accept the call to Jamestown Presbyterian Church, Jamestown, North Carolina, as Pastor.

    b. His credo which follows was approved:

I believe in God who created and sustains all that is.

I marvel that humans are created in God's image and find our ultimate fulfillment in alignment with God's purpose. Men and women created in God's likeness have rejected God's rule and chosen the self-rule that the Bible calls sin. In so doing we are cut off from the source of our life; alienated from God and one another. God's faithful love is seen in God's gracious redemptive, recreative and reconciling activity.

I believe in Jesus Christ, who lived among humans as a friend to sinners, modeling and revealing God's will and purposes for all people. Through His death and resurrection the powers of sin and death have been decisively defeated on behalf of humanity.

I believe in the Holy Spirit, who convinces us of our need, leads us to new life, and presses on us the reality of our identities as loved children of God. I believe the spirit helps the Church discern the will of God through Scripture, and empowers the Church for worship and mission.

I believe in the Holy Catholic Church--that community of faith that worships God, bears witness to Christ, nurtures faith, and serves the world. I believe in the forgiveness of sins...that no sin, past or future can finally separate you or me from the good purposes of God for our lives. I believe that God's will leads us away from sin and that God's ultimate will is our freedom from sin and all its enslaving consequences.

I believe in the resurrection of the body. I believe that God's will for this life is that I be shaped and prepared to continue in the new life of Christ's resurrection. I believe God's will reveals a meaning and purpose that transcends and surpasses yet validates and glorifies the life we live on this side of death.

I believe that Christ's return will be that time at which all idolatries will be judged and the reign of God fully revealed. This promise fills our moments with meaning and our lives with hope as we model reconciliation, serve the world, and bear witness to the love and justice of God's kingdom.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Henderson and the Jamestown Presbyterian Church, Jamestown, North Carolina, effective March 1, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G11.0502g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$33,334.00
Housing Allowance	22,000.00
Automobile/Professional Reimbursement	4,000.00
Education/Book Reimbursement	1,800.00
Moving Expenses	9,500.00
Four weeks vacation	Two weeks study leave

d. The following Administrative Commission was approved to install The Reverend Samuel Henderson at Jamestown Presbyterian Church, Jamestown, North Carolina, on April 20, 1997, at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Ben Johnson (Guest)	Preach the Sermon	Minister
David Henry	Charge the Minister	Minister
Lisa Mullen	Charge the Congregation	Minister
Clarence Jolly	Lead in Worship	Elder
Clarajo Pleasants	Prayer of Installation	Elder
Eui H. Park		Elder
Betty Henderson		Elder
Bob Henderson		

e. Mr. Henderson was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF KEITH ALAN UFFMAN

19. Presbytery approved the committee and floor examination of Keith Alan Uffman in accordance with Book of Order G-11.0402.

a. The Reverend Keith Alan Uffman was received from South Louisiana Presbytery so that he may accept the call of the Alamance Presbyterian Church, Greensboro, North Carolina, to serve as Pastor effective January 1, 1997.

b. His credo which follows was approved:

I believe in God the Father Almighty, the one sovereign God, who created our world, who continues to preserve and sustain His creation in history, who created humankind in His own image, and who redeemed and reconciled His creation unto Himself by the life, death, and resurrection of His Son, our only Lord and Savior, Jesus Christ.

I believe in Jesus Christ, the Son of God, judge, savior and lord of all creation. Jesus Christ is both fully human, fully God. The person of Jesus Christ consists in two distinct subjects - God and man coalescing together in one acting subject. The work of Christ is sufficiently and objectively described in Calvin's notion of Christ as prophet, priest, and king. Jesus was conceived by the Holy Spirit. I understand the Virgin birth to mean that God has done something new in history by using Mary as the instrument of incarnation. Christ suffered under Pontius Pilate, which means humanity chose to kill the Son of God, which points to the very depths of human sin. Christ was crucified. The crucifixion was the will of God; it meant Christ's glorification, the salvation of humankind and creation, and the assurance of life eternal. Christ actually died and was buried. In profession that Christ descended into hell, I believe that Christ suffered psychologically the same humiliation He experienced on the cross; i.e. the abandonment by God as Christ bore the tragic consequences of human sin. In Christ's ascension, He is restored to the glory He knew in the very being of God before creation, plus now human beings have access to the Father by Christ who continually makes intercession before the Father for us.

I believe in the Holy Spirit of God, the third person of the Trinity, who awakens us to the reality of God in Christ through the various means of grace, particularly through the Word and Sacraments, as well as through worship, prayer, Christian conversation, etc. The gift of the Holy Spirit assures us of the truth of the Gospel, instructs us, disturbs us, and moves us ever more towards the sanctified life.

I believe in the one, holy, catholic, and apostolic church. It is the earthly historical representation of the true church of Christ. The people of God are called to proclaim the Word faithfully, honestly, and with integrity, to lead people by the Spirit to accept Jesus Christ personally as Lord and Savior, and to meet human need. Our mission to meet human need is rooted in the great commandment and in Micah's "do justice, love kindness, and walk humbly with your God."

I believe in the communion of saints, namely that people are called into a fellowship to be the people of God. The people of God includes all the faithful before, now, and in the future. The people of God are called to repentance and conversion. They are justified by the grace of God in Jesus Christ. They are saved by this grace through faith alone.

I believe in the resurrection of the body. The resurrection of Jesus Christ was a historical event that can be believed only by faith. The resurrection of Jesus Christ was the sign and seal of the Father of Christ's earthly ministry and death on the cross. I understand the resurrection of the body to mean that God, who knows each one of us by name, resurrects our personal being and our personal history at the end of time.

I believe in life eternal which means that there is some type of life after death, namely an eschatological life in the presence and being of the Father. Nothing can separate us from God's love of us.

I believe the Bible (Old and New Testaments) to be the inspired word of God and the only infallible rule of faith and practice. "The whole counsel of God, concerning all things necessary for His own glory, man's salvation, faith, and life, is either expressly set down in Scripture or by good and necessary consequence may be deduced from Scripture." Scripture must be read in its entirety.

I adhere to Reformed theology and tradition, believe in the connectional system and the Presbyterian form of government, and accept the Confessions of our tradition.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Uffman and Alamance Presbyterian Church, Greensboro, North Carolina, effective January 1, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G11.0502g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$40,427.00
Utilities Reimbursement	2,800.00
Automobile Reimbursement	2,400.00
Rabbi Trust Fund	13,200.00
Education/Book Reimbursement	400.00
Board of Pensions	17,200.00
Moving Expenses	4,000.00
Study Leave Reimbursement	800.00

Four weeks vacation Two weeks study leave

d. The following Administrative Commission was approved to install The Reverend Keith Uffman at Alamance Presbyterian Church, Greensboro, North Carolina, on February 9, 1997, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Sam Martin	Preside & Propound the Constitutional Questions	Minister
Ernest T.Thompson, Jr. (Guest)	Preach the Sermon	Minister
A. P. Forbes (Guest)	Charge the Minister	Minister
Richard Ladew	Charge the Congregation	Elder
Ernest T. Thompson, III (Guest)	Lead in Worship	Minister
James Rissmiller	Prayer of Installation	Minister
Dave Henry	Lead in Worship	Minister
Sam Nelson	Lead in Worship	Elder

e. Mr. Uffman was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF JAMES H. FOIL, JR.

ACTION:

20. Presbytery proceeded with the committee and floor examination of James H. Foil, Jr. in accordance with Book of Order G-11.0402.

a. The Reverend James H. Foil, Jr. was received from Foothills Presbytery so that he may accept the call of the First Presbyterian Church, Salisbury, North Carolina, to serve as Associate Pastor effective January 2, 1997.

b. His credo which follows was approved:

I believe in a God who is larger than I can imagine yet is closer to me than my own breathing. This God is absolutely beyond control or manipulation but chooses to live in relationship with humanity as "Abba" Father. I believe God is creator of all that is, has been or will be. God is ever present and continues the work of creation.

I experience this God in three persons: Father, Son, and Holy Spirit. I experience God as Redeemer in the person of Jesus Christ, fully human and fully divine. By Jesus' life and ministry on earth, we see a model of human life in perfect relationship with the Creator. By Jesus' death, the perfect sacrifice of atonement for the sins of humanity was made. The resurrection is our assurance that death is not the final answer. There is more, eternal life with the Father. I experience God as Sustainer, Comforter, and Guide in the person of the Holy Spirit. There is no place I can hide from the Spirit.

Humanity, created in God's image and created to honor God, fails terribly. All of us rebel against God's will and purpose. We break relationships with God, neighbor and creation through the pursuit of self-interest and self-gratification. But in spite in our sin, God comes offering forgiveness and new life through Jesus Christ again and again. God's people are called to be in community with Christ in the life and work of the church. Our task is to proclaim the good news and serve in a hurting and broken world.

I believe the Scriptures of the Old and New Testaments to be the inspired word of God. The scriptures, through the work of Holy Spirit, lead, direct, and even pull me towards the living word, Jesus, thus enabling my understanding of God and His will for me and humanity.

The Sacraments of Baptism and the Lord's Supper mark us followers of Christ. Through the waters of baptism, we claim our covenant relationship with God. As we share in the Holy Supper our lives are touched and empowered by the grace of Christ's sacrifice.

I know myself to be a sinner, yet forgiven, loved, and claimed by God to be used in God's service and for God's glory.

c. Presbytery approved the establishment of an Associate Pastoral relationship between Mr. Foil and the First Presbyterian Church, Salisbury, North Carolina, effective January 2, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G11.0502g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$32,984.00
Housing Allowance	9,000.00
Automobile Reimbursement	3,100.00
Professional Reimbursement	1,600.00
Education/Book Reimbursement	700. 00
Board of Pensions	PROVIDED
Moving Expenses	PROVIDED
Four weeks vacation	Two weeks study leave

d. The following Administrative Commission was approved to install The Reverend James H. Foil, Jr. at First Presbyterian Church, Salisbury, North Carolina, on February 2, 1997, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Grant Sharp	Preside & Propound the Constitutional Questions	Minister
Robert Lewis	Preach the Sermon	Minister
David Jordan (Guest)	Charge the Minister	Minister
Malcolm Bullock	Charge the Congregation	Minister
Frank Fuller	Lead in Worship	Elder
Annie Bates	Prayer of Installation	Elder
James H. Foil, Sr. (Guest)		Elder
Norris Fellows		

e. Mr. Foil was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM E. CHRISTIAN

ACTION:

21. Salem Presbytery approved the committee and floor examination of William E. Christian in accordance with Book of Order G-11.0402.

a. The Reverend William E. Christian was received from Presbytery of the James so that he may accept the position of Interim Pastor at the Clemmons Presbyterian Church, Clemmons, North Carolina, effective November 1, 1996.

b. His credo which follows was approved:

I believe in God as Creator, Sustainer, and Redeemer of all Life. Who created humanity in God's own image; who acts in all that happens, who turns anger into love and darkness into light; whose will is love and whose ways are mysterious.

I believe in Jesus Christ, both human and divine, whose life, death, and resurrection taught us that nothing can separate us from God's love Who emptied Himself to become a Servant and Lord of all.

I believe in human sin which is all of the forces in life that separate us from God and one another. Corporately, sin becomes compounded resulting in hatred, oppression, violence, and apathy.

I believe that we cannot make it on our own. Life is to be lived in relationship and integrity with ourselves, with our neighbors, and with our Trinitarian God who loves us more than we can imagine.

I believe in the Holy Spirit, our guide and comforter, who continues the work of creation and re-creation by transforming our hearts and minds through presence in the Word, through sharing the sacraments, and through the Body of Christ, the Church.

I believe the Bible is the written Word of God and is inspired by God. Christians need to be engaged in the study of God's word corporately and individually to discern God's calling and mission.

I believe we have individual experiences of God's saving grace, yet our response is the same--to use our gifts in joy as we travel on our unique path and to celebrate this amazing love with others.

I believe the church is called to welcome all persons in the community, to empower others to share the Gospel's message of love, to heal those who are sick in body or spirit, and to serve as Christ's instrument of reconciliation in the world.

I believe in two sacraments in the church; Baptism is the symbolic act of inner spiritual cleansing by the Holy Spirit through worship. The Lord's Supper is a symbol and seal that Jesus' redeeming work is certain to all who share Holy Communion in faith. Through these sacraments, the Spiritual presence of Christ, and the grace of God are available to all who by faith will receive.

c. Mr. Christian was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

COMMITTEE ON MINISTRY
Jim Rissmiller & Hervey Martin, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Clemmons Presbyterian Church, Clemmons, North Carolina, in securing The Reverend William Edmund Christian to serve as Interim Pastor for a twelve-month period from November 1, 1996 to November 1, 1997.
2. Concurred with the action of the Session of Third Creek Presbyterian Church, Cleveland, North Carolina, in securing The Reverend Earl Woodall to serve as Interim Pastor for a six-month period from December 1, 1996 to May 31, 1997.
3. Concurred with the action of the Session of the Starmount Presbyterian Church, Greensboro, North Carolina, in securing The Reverend John A. Wilkerson, Jr. as Interim Pastor for a period of one year beginning January 1, 1997.
4. Concurred with the action of the Session of the Bethel Presbyterian Church, McLeansville, North Carolina, in securing the Reverend John G. Truitt as Interim Pastor for a four-month period beginning February 1, 1997.

COMMISSIONING OF LAY PASTORS

5. Background information for review regarding the Commissioning of Lay Pastors is given (Appendix E, pp. 44-45).

TRIENNIAL VISITATIONS FOR 1996

6. Triennial Visitations for 1996 have been reported (Appendix F, p. 46).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

MINISTERS TRANSFERRING TO ANOTHER PRESBYTERY

1. The Reverend Christopher E. Zorn was transferred from Salem Presbytery to Central Florida Presbytery to accept a call to the First Presbyterian Church of Sebastian, Sebastian, Florida, effective December 31, 1996.

2. The Reverend Joanne Hull was transferred from Salem Presbytery to Charlotte Presbytery to accept a call to the Steele Creek Presbyterian Church, Charlotte, North Carolina, effective January 31, 1997.

3. The William R. DeLong was transferred from Salem Presbytery to the Great Rivers Presbytery to accept the position of Chaplain at BroMenn Health Care effective December 2, 1996.

DISSOLUTION OF RELATIONSHIPS

4. Dissolved the Pastoral relationship between The Reverend Christopher E. Zorn and the John Calvin Presbyterian Church, Salisbury, North Carolina, effective December 31, 1996.

5. Dissolved the Associate Pastoral relationship between The Reverend Joanne Hull and the Guilford Park Presbyterian Church, Greensboro, North Carolina, effective December 31, 1996.

6. Dissolved the Associate Pastoral relationship between The Reverend Holly Hayes and the Forest Hills Presbyterian Church, High Point, North Carolina, effective December 31, 1996.

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

7. Granted permission for The Reverend Earl Woodall, a member of Charlotte Presbytery, to serve inside the bounds of Salem Presbytery for a six-month period as an Interim Pastor at Third Creek Presbyterian Church, Cleveland, North Carolina, beginning December 1, 1996.

ACTIONS:

HONORABLE RETIREMENTS

22. Presbytery concurred with the request of The Reverend Charles Carter to be honorably retired effective March 31, 1997, and a retirement service will be held at the meeting of Presbytery on April 22, 1997.

23. Presbytery concurred with the request of The Reverend James M. Mauldin to be honorably retired effective November 1, 1996.

CHANGE IN STRUCTURE OF GOVERNING BOARD

24. Presbytery concurred with the request of the Danbury Community Church to expand membership of their Governing Board by one additional member who shall be at least 15 years of age. This is to bring the plan of union for the Danbury Community Church into compliance with the United Methodist system.

APPOINTMENT OF ADMINISTRATIVE COMMISSIONS

25. Salem Presbytery appointed an Administrative Commission to "...inquire into and settle the difficulties...(G-9.0503a.(3)"within the Crestwood Presbyterian Church of High Point, North Carolina. This Administrative Commission is to be appointed by the Moderator and Stated Clerk of Presbytery. The powers of this Administrative Commission will be those stated in the _Book of Order_:

> G-11.0103n "to..remove, and discipline ministers..."
> G-11.0103o "to establish the pastoral relationship and to dissolve it at the request of one or both parties, or when it finds that the Church's mission under the Word imperatively demands it,"

G-11.0103s. "to assume original jurisdiction in any case in which it determines that a session cannot exercise its authority."
G-11.0103x. "to review sessions minutes and records at least once each year."

26. Salem Presbytery appointed an Administrative Commission to "...inquire into and settle the difficulties...(G-9.0503a.(3)"within the Prospect Presbyterian Church of High Point, North Carolina. This Administrative Commission is to be appointed by the Moderator and Stated Clerk of Presbytery. The powers of this Administrative Commission will be those stated in the *Book of Order*:

    G-11.0103n "to..remove, and discipline ministers..."
    G-11.0103o "to establish the pastoral relationship and to dissolve it at the request of one or both parties, or when it finds that the Church's mission under the Word imperatively demands it,"
    G-11.0103s. "to assume original jurisdiction in any case in which it determines that a session cannot exercise its authority."
    G-11.0103x. "to review sessions minutes and records at least once each year."

MODERATOR OF SESSIONS

27. The Reverend Charles Fitzpatrick was appointed Moderator of Session for the Whispering Pines Presbyterian Church, Asheboro, North Carolina.

28. The Reverend Jamie Stimson was appointed Moderator of Session for the Concord Presbyterian Church, Statesville, North Carolina.

29. The Reverend Paul Ridolfi was appointed Moderator of Session for the Pine Hall Presbyterian Church, Pine Hall, North Carolina.

30. The Reverend Larry Summey was appointed Moderator of Session for the John Calvin Presbyterian Church, Salisbury, North Carolina

31. The Reverend Malcolm Bullock was appointed Moderator of Session for the Cleveland Presbyterian Church, Cleveland, North Carolina.

EXCUSE FROM ROTATION OF OFFICERS

32. Salem Presbytery concurred with the request of the Session of the Allen Temple Presbyterian Church, Cleveland, North Carolina, to be excused from rotation of officers for a period of three years, beginning January 1, 1997.

33. Salem Presbytery concurred with the request of the congregation of the Freedom Presbyterian Church of Statesville, North Carolina, to be excluded from the requirement to rotate officers for a three-year period beginning January 1, 1997, per G-14.0202a(3).

STATED SUPPLY RELATIONSHIPS

34. The Reverend Gail Porter Nelson was appointed as Stated Supply at the Yadkin United Presbyterian Church, Mebane, North Carolina, for a one-year period from January 1, 1997, through December 31, 1997.

35. The Reverend William J. Cowfer was appointed as Stated Supply at the Unity Presbyterian Church, Woodleaf, North Carolina, for a one-year period from January 1, 1997, through December 31, 1997.

36. The Reverend Thomas K. Lane was appointed as Stated Supply at the Griers Presbyterian Church, Leasburg, North Carolina, and the Pleasant Grove Presbyterian Church, Yanceyville, North Carolina, for a one-year period from January 1, 1997, through December 31, 1997.

COMMISSIONED LAY PASTORS

37. The persons listed below were commissioned by Salem Presbytery to lead worship and preach the Gospel as Commissioned Lay Pastors within the churches of Salem Presbytery for a period of three years (G-14.0516) beginning February 1, 1997.

Lois Brake
Marty Brim
Thomas Brown
Jack Dyer
Jennie Hemrick
Thomas Leach
Raymond Mims, Jr.
Ethan Sherrod
William Shouse
Ivan Tyre
Bruce Wheeler
Francis Young

PERMISSION TO ADMINISTER SACRAMENTS

38. The Reverend Jean Rodenbough, who serves as Staff Chaplain at Morehead Memorial Hospital, Eden, North Carolina, (a ministry beyond the jurisdiction of this Church, G-11.0411) was granted permission to administer sacraments in the exercise of her ministry.

MINISTERS AND THEIR POSITIONS

39. Salem Presbytery approved and received as information the list of ministers and positions provided (Appendix G, pp. 47-56).

MEMORIAL TO JAMES LIGON PRICE
SALEM PRESBYTERY

Written by Orval Wintermute

James L. Price grew up in Chase City, Virginia. After graduation from the Washington and Lee University School of Journalism, he worked for a time as a reported for the *Richmond News Leader*. A call to the Christian ministry led him to earn a B.D. degree from Union Theological Seminary in Virginia, and to serve in churches in the Richmond area. His deep interest in the New Testament then led him to devote his life to its study and teaching. He first earned a Th.M. degree from Princeton Theological Seminary and then a Ph.D. from the University of Cambridge.

Once trained in biblical studies, he taught at Washington and Lee and at Southwestern in Memphis, Tennessee. In 1953, he moved to North Carolina and began teaching in the Department of Religion at Duke University. His teaching career involved him in the instruction of undergraduates, divinity students and graduate students. He demonstrated to them by his own example that constant serious study of the Scripture is a way of enriching the excitement of the Gospel and guiding one's life at the deepest level.

His many students and colleagues throughout the world remember him for the integrity and exceptional carefulness of scholarship. His writings were widely known, and he was constantly called upon to serve offices within the American Academy of Religion and other academic societies. The memory of his personal kindness, loyalty, and grace have defined in the most positive terms the phrase "a Christian scholar and gentleman."

While at Duke, he served in a number of administrative capacities. In 1957 he became Chairman of the Department of Religion, in 1964 the Dean of Trinity College and Associate Dean of Arts and Sciences. From 1969 until his retirement in 1984, he served as Vice Provost and Dean of Undergraduate Education. Throughout his academic career he never stopped teaching students in his regularly scheduled courses on the New Testament.

During his years of service at Duke, he was a faithful member of Orange Presbytery, retiring on April 26, 1983. His loyalty was lived out by participation in meetings of the presbytery and important service on its many committees. Upon his retirement from teaching, he moved first to a home in Little Switzerland and then to the Pines Retirement Community in Davidson. When the presbyteries were restructured on January 1, 1989, he chose to enter Salem Presbytery and remained a member until his death.

His wife Ruth Gordon Watts Price died in 1984. He is survived by two daughters, Linda Price-Nur of San Francisco and Lisa Price of Boston, two grandchildren in San Francisco and one in Boston.

REPORT OF THE STATED CLERK

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b., I report that we have 227 ministers who are resident members of Salem Presbytery and 184 potential elder commissioners from our 155 congregations.

Therefore, there is an imbalance of 43 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION:

40. Salem Presbytery invited each of the 21 racial ethnic congregations to send one additional elder commissioner above that number authorized by the Book of Order and the remaining 22 elder commissioners be invited from the following churches (the April, 1989, Meeting approved that these additional commissioners be determined alphabetically [by town]) beginning with the April, 1997, meeting and continuing through the First Stated Meeting of 1998:

Salisbury Second
Thyatira
Trinity (Salisbury)
Sandy Ridge
Red House
Mt. Vernon Springs
Siler City
Sparta
Spencer
Bethany (Statesville)
Bethesda (Statesville)
Calvary
Clio
Concord
Elmwood
Fifth Creek
Forest Park
Logan
Oakland
Shiloh (Statesville)
Statesville First
Joyce

Churches Requesting Waiver of Term Rotation of Officers Allowed in G-14.0202a.(3)

G-14.0201a. requires the rotation of the terms of officers in every congregation. G-14.0202a.(3) allows Presbytery to grant an exemption from those requirements by majority vote for up to three years.

ACTION:

41. The Reid Memorial (Mooresville) Church was exempted from the requirement to rotate officers (G-14.0201a.) during 1997-98-99 reporting to the fall stated meeting in each year through the Stated Clerk their progress toward resuming these requirements.

RECOGNITION OF RETIRING MODERATOR

John Handley, Executive Presbyter/Stated Clerk, presented the retiring Moderator, Elder N. N. Fleming, III, with a certificate of appreciation for his service as Moderator of Salem Presbytery in 1995 and 1996.

ELECTION OF NEW MODERATOR

ACTION:

42. Presbytery elected the Reverend Patricia Stewart (Pat) of the First Presbyterian Church in Lexington to be Moderator from February 1, 1997, through the February 1998 meeting of Presbytery.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Third Stated Meeting of Salem Presbytery was adjourned with prayer by newly elected Moderator, the Reverend Patricia Stewart, at 4:10 p.m. The next Stated Meeting will be held on Tuesday, April 22, 1997, at Korean First Presbyterian Church, Greensboro, North Carolina.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-THIRD STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA

DOCKET

February 1, 1997

Name Tag Color Code:

Elder Commissioner	yellow dot
Minister	green dot
Christian Educator	red dot
Presbytery Staff	blue dot
Visitor	no dot

***Denotes order of the day**
Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		Registration	
8:30		"GIG" (Good Ideas for Growth)	
9:00		CALL TO ORDER/OPENING PRAYER	*Moderator Neel Fleming*
		ORGANIZATION OF PRESBYTERY	*Moderator Neel Fleming*
		Quorum	*John Handley*
	(1.1)	Docket	*Mack Dagenhart*
	(2.1)	Omnibus Motion	*Mack Dagenhart*
		Welcome	*Charles Williams*
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor Father Juniper Alwell, Priest Blessed Sacrament Roman Catholic Church	
	(3.1)	Communications	*John Handley*
* **9:15**	**(4.1)**	**WORSHIP/COMMUNION** Preacher: Twum Barimah from Tease, Ghana	
10:00	**(5.1)**	CONSTITUTIONAL AMENDMENTS Includes process information	
11:30	**(6.1)**	COUNCIL CLUSTER	*Mack Dagenhart*
11:45		MEMORIALS	
	(7.1)	George S. Calhoun	*Steve Moss*
	(8.1)	John S. Johnson	*John Johnson*
11:55	**(8a.1)**	WORLDWIDE MINISTRIES CLUSTER	*Christie Leininger*

12:00	**(9.1)**	NOMINATING COMMITTEE	*Sam McGregor*
12:10	**(9a.1)**	MARION DICK BIRTHDAY RECOGNITION	
12:15	**(10.1)**	CHURCH GROWTH & ENRICHMENT CLUSTER	*Ron Bowie*
12:20	**(11.1)**	SERVICE OF HONORABLE RETIREMENT Grant M. Sharp	*Mike Warren*
***12:30 p.m.**		**LUNCH**	
1:15		PRAYERS OF THANKSGIVING/INTERCESSION 2¢/PENNIES OFFERING	
1:20	**(12.1)**	SHALOM CLUSTER	*John Wilkerson*
1:50		MEMORIALS	
	(13.1)	Jack Roger Marrow	*Malcolm Bullock*
	(14.1)	Darrell A. Parker	*Bob Lewis*
2:00		MINISTRY CLUSTER	
	(15a.1)	Examinations Committee	*David Kivett*
	(15b.1)	Committee on Ministry	*Jim Rissmiller/Hervey Martin*
2:40		MEMORIAL	
	(16.1)	James L. Price, Jr.	*John Handley*
2:45	**(17.1)**	STATED CLERK'S REPORT	*John Handley*
2:50		RECOGNITION OF RETIRING MODERATOR	
2:55		ELECTION OF NEW MODERATOR Rev. Patricia Stewart	
3:00 p.m.		ADJOURNMENT AND BENEDICTION	

Reports for Information:

(18.1)	Churches Currently Seeking Pastors
(19.1)	Revised Salem Presbytery Budget

Announcements:

(20.1)	Senior High Retreat
(21.1)	Mitchell Community College Campus Ministry Celebration

Other Important Information:

Proposed Amendments to the Constitution of the PC(U.S.A.) Constitution Booklet
COCU Study Guide

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
February 1, 1997

A. Supporting information on minister changes:

1. From other presbyteries

   - William E. Christian - Interim Pastor, Clemmons - from Presbytery of the James
     - Certificate of Dismissal
   - James H. Foil, Jr. - Associate Pastor, Salisbury First - from Foothills Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal
   - Samuel W. Henderson - Pastor, Jamestown - from Sheppards and Lapsley Presbytery
     - Call Forms
     - Installation Commission
     -
   - Keith A. Uffman - Pastor, Alamance - from South Louisiana Presbytery
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

2. To other presbyteries

   - William R. DeLong to Presbytery of Great Rivers
   - Joanne R. Hull to Presbytery of Charlotte
   - Christopher E. Zorn to Presbytery of Central Florida

Reference: Ministry Cluster

B. Minutes of Ordination/Installation Commissions

1. Bruce W. Feltrup-Exum
2. Jonathan H. Freeman
3. Perry Dwayne Griffin
4. Thomas Knight Lewis, III
5. Richard Qualls
6. T. Ronald Vaughn

Reference: Ministry Cluster

C. Letters from Freedom and Reid Memorial Presbyterian Church Sessions requesting exemption from the Rotary System for three years.

Reference: Stated Clerk

D. Letter from Danbury Community Church (union Presbyterian and United Methodist church) pastor requesting approval for an additional member to be added to their "Governing Board". (See Presbytery of Concord Minutes Vol XIII, No. 1 [Jan. 20-21, 1984], Page 93.)

Reference: Ministry Cluster

E. Letter and two sets of ballots for use in reporting to the Office of the General Assembly the responses of the presbyteries to the proposed amendments to the Book of Order.

Reference: Stated Clerk

F. Letter and Application for Honorable Retirement for the Reverend Charles R. Carter effective March 31, 1997.

Reference: Ministry Cluster

G. Letter of appreciation for Salem gift to the Matthews Murkland Presbyterian Church in response to the arson caused fire which destroyed their historic former sanctuary last summer.

APPENDIX C

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF BRUCE W. FELTRUP-EXUM AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, ASHEBORO

The Commission appointed by Salem Presbytery to install Bruce W. Feltrup-Exum as Associate Pastor of First Presbyterian Church, Asheboro, met at First Presbyterian Church, Asheboro, NC, November 3, 1996, at 6:40 p.m. The meeting was called to order by David Leininger. The prayer was offered by David Leininger. The following members were present: Ministers Holly Hayes, David Leininger, Jamie Pharr; Elders Douglas Aitken, David Clark, and William Neely. David Leininger was elected Moderator and William Neely, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Holly Hayes preached the sermon using as her text Isaiah 6:1-8 and her topic, "Standing at the Fork." David Leininger propounded the constitutional questions to the minister. William Neely offered the prayer of installation. Bruce W. Feltrup-Exum was declared duly installed as Associate Pastor of First Presbyterian Church, Asheboro, NC, according to the Constitution of the Presbyterian Church (U.S.A.). Jamie Pharr charged the Associate Pastor, and Douglas Aitken charged the congregation.

Bruce W. Feltrup-Exum, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by David Leininger.

ORDINATION AND INSTALLATION OF JONATHAN H. FREEMAN AS PASTOR OF SPRINGWOOD PRESBYTERIAN CHURCH, WHITSETT

The Commission appointed by Salem Presbytery to install Jonathan H. Freeman as Pastor of Springwood Presbyterian Church, met at Springwood Presbyterian Church, Whitsett, NC, November 17, 1996, at 3:25 p.m. The meeting was called to order by George Carpenter. The prayer was offered by George Carpenter. The following members were present: Ministers George Carpenter, Allen Huff, Alyce Kelly; Elders Harriett Phipps, Thomas Vinson, Gwyn Ingle, and Paul Boone. George Carpenter was elected Moderator, and Gwyn Ingle, Clerk of the Commission. Guest minister Thomas Mozley was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:30 p.m., the Moderator presiding. Thomas Mozley preached the sermon using as his text Numbers and Acts and his topic, "Salt of the Earth." Harriett Phipps propounded the constitutional questions to the minister and to the congregation. Thomas Vinson offered the prayer of installation. Jonathan H. Freeman was duly ordained and installed as Pastor of Springwood Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). George Carpenter charged the Pastor, and Alyce Kelly charged the congregation.

Jonathan H. Freeman, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by George Carpenter.

ORDINATION AND INSTALLATION OF PERRY DWAYNE GRIFFIN AS PASTOR OF MT. VERNON AND SECOND PRESBYTERIAN CHURCHES, MOCKSVILLE AND ASSOCIATE FACILITATOR OF EVANGELISM OF THE FREEDOM MINISTRY

The Commission appointed by Salem Presbytery to ordain and install Perry Dwayne Griffin as Pastor of Mt. Vernon and Second Presbyterian Churches of Mocksville, NC, and Associate Facilitator of Evangelism of the Freedom Ministry, met at Second Presbyterian Church, November 24, 1996, at 3:00 p.m. The meeting was called to order by E. Thomas Miller. The prayer way offered by Leland Richardson. The following members were present: Ministers E. Thomas Miller, Alyce M. Kelly, Leland A. Richardson, William Hayes; Elders Hazel McNeely, Roy Carruth, Jimmy Steele, Marshall Steele, and Roman Culbertson. E. Thomas Miller was elected Moderator and Leland A. Richardson, Clerk of the Commission. Guest minister Edward B. Newberry of Charlotte Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Edward B. Newberry preached the sermon using as his text I Timothy 4:11-16 and his topic, "Believe, Obey and Live." E. Thomas Miller propounded the constitutional questions to the minister. Alyce M. Kelly offered the prayer of ordination and installation. Perry Dwayne Griffin was declared duly ordained and installed as Pastor of Mt. Vernon and Second Presbyterian Churches, Mocksville, NC, and Associate Facilitator of Evangelism of the Freedom Ministry according to the Constitution of the Presbyterian Church (U.S.A.). William Hayes charged the Pastor, and Roman Culbertson, Marshall Steele, and Jimmy Steele charged the congregations.

Perry Dwayne Griffin, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Edward B. Newberry.

ORDINATION AND INSTALLATION OF THOMAS KNIGHT LEWIS, III AS PASTOR OF BETHESDA PRESBYTERIAN CHURCH, STATESVILLE

The Commission appointed by Salem Presbytery to ordain and install Thomas Knight Lewis, III, as Pastor of Bethesda Presbyterian Church, Statesville, NC, met in the pastor's office, November 3, 1996, at 2:45 p.m. The meeting was called to order by John Milholland. The prayer was offered by John Milholland. The following members were present: Ministers John Milholland, E. Thomas Miller; Elders Donald Hart, Phyllis Chambers, and Hazel McNeely. John Milholland was elected Moderator and E. Thomas Miller, Clerk of the Commission. Guest ministers T. Morton McMillan of South Alabama Presbytery and W. Earl Woodall of Charlotte Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. E. Thomas Miller preached the sermon using as his text I Pewter 1:1-10 and his topic, "Who, Why and What We Are." John Milholland propounded the constitutional questions to the minister. Phyllis Chambers offered the prayer of ordination and installation. Thomas Knight Lewis, III was declared duly ordained and installed as Pastor of Bethesda Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Mort McMillan charged the Pastor, and Hazel McNeely charged the congregation.

Thomas Knight Lewis, III, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Earl Woodall.

INSTALLATION OF RICHARD L. QUALLS AS PASTOR OF FLAT ROCK PRESBYTERIAN CHURCH, MT. AIRY

The Commission appointed by Salem Presbytery to install Richard L. Qualls as Pastor of Flat Rock Presbyterian Church met at Flat Rock Presbyterian Church, Mt. Airy, NC, November 10, 1996, at 6:30 p.m. The meeting was called to order by Mike Warren. The prayer was offered by Mike Warren. The following members were present: Ministers Mike Warren, Paul Ridolfi, Guy Hunt; Elders A. L. McAlexander, Robert Overby, and David Beal. Mike Warren was elected Moderator and Guy Hunt, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Paul Ridolfi preached the sermon using as his text from John 13, 18, and 21 and his topic, "Promises To Keep." Mike Warren propounded the constitutional questions to the minister. Robert Overby offered the prayer of installation. Richard L. Qualls was declared duly installed as Pastor of Flat Rock Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Guy Hunt charged the Pastor, and David Beal charged the congregation.

Richard L. Qualls, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Richard Qualls.

INSTALLATION OF THOMAS RONALD VAUGHAN AS PASTOR OF NEW SALEM PRESBYTERIAN CHURCH, STONY POINT

The Commission appointed by Salem Presbytery to install Thomas Ronald Vaughan as Pastor of New Salem Presbyterian Church, Stony Point, NC, met at the New Salem Church November 17, 1996, at 6:45 p.m. The meeting was called to order by Jeff Smith. The prayer was offered by Reid Montgomery. The following members were present: Ministers Jeff Smith, Reid Montgomery, Don Mimbs; Elders Adrian Dobson, Jeanne Cockrell, and Bryant. Jeff Smith was elected Moderator, and Jeanne Cockrell, Clerk of the Commission. Guest minister Richard L. Morgan of Western North Carolina Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Richard L. Morgan preached the sermon using as his text Acts 2:37-47 and his topic, "Rediscovering the Image of the Church." Jeff Smith propounded the constitutional questions to the minister and to the congregation. Rita Bryant offered the prayer of installation. Thomas Ronald Vaughan was declared duly installed according to the Constitution of the Presbyterian Church (U.S.A.). Adrian Dobson charged the Pastor, and Jeanne Cockrell charged the congregation.

Thomas Ronald Vaughan, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Richard L. Morgan.

SALEM PRESBYTERY
CHURCH GROWTH & ENRICHMENT CLUSTER ADDENDUM
Ron Bowie, Moderator
February 1, 1997

APPENDIX D

Received: GA Church Loan Program ________

FORM I
APPLICATION FOR GENERAL ASSEMBLY CHURCH LOAN FOR CHURCH BUILDING CONSTRUCTION OR PURCHASE

Project Identification

Synod Mid- Atlantic Presbytery Salem

Name of Church Oak Ridge PIN 11450

Street Address 2614 Oak Ridge Rd City/State Oak Ridge, NC Zip Code 27310

Titleholder (exact corporate name) Oak Ridge Presbyterian Church

Church or project was formerly known as: Northwest Greensboro NCD

n Oak Ridge, NC Presbytery Salem Synod Mid-Atlantic

Date church was (or is to be) organized: December 4, 1994

Type of Church (check applicable categories): New Church Development x; Urban ___; Suburban ___; Rural/Small Town ___;
Ecumenical (Federated, Union) ___; African-American ___; Asian ___; Caucasian ___; Hispanic ___; Native American ___;
Middle Easterners ___; Multi-Cultural/Ethnic ___; Other (Specify) ______________.

ose of Loan (check as appropriate):

___ purchase
X construction
___ addition to existing facility
___ repair of existing facility
___ sanctuary, to seat ___ (#)
___ education building
X multi-purpose unit
X other 1st phase

Pastor Dr Robert C Evans III phone (910) 643-3452 at the church since June, 1993

Clerk of Session Jack Wagstaff Residence address 5414 Tory Hill Dr, Greensboro, NC 27410

Presbytery/ synod staff liaison person Ms Willie Garvin

Title Presbytery Assoc for Finance and Business phone (910) 766-3393

Applicant's Attorney William Owen Cooke Address 100 South Elm St
Greensboro, NC 27401 phone (910) 272-4514

Please forward approved application to:

General Assembly Church Loan Program
Evangelism and Church Development, National Ministries Division
100 Witherspoon Street, Room 3615A, Louisville, KY 40202-1396, along with:

1) set of preliminary architectural drawings; 2) architect's energy conservation statement;
3) copy of congregation's current operating budget; 4) mission strategy statement;
5) worksheet for assessing mortgage capacity (worksheet I for NCD or worksheet II for projects beyond first unit);
6) if building purchase, a) attach copy of professional appraisal, b) preliminary title report, c) written disclosure statement by seller regarding environmental conditions (see addendum)
7) PLEASE SELECT ONE: Before closing, Commitment for Title Insurance (Lender's Policy) will be ordered by
1) ______ GA Church Loans at applicant's expense; or 2) _____ by applicant.

Section A: Mission Strategy Statement

Please prepare on separate paper and attach to the Application:

1. Describe how this proposed building project fits into the presbytery's mission strategy for congregational development (For the Presbytery).

2. Describe briefly the mission design, including the specific goals and objectives, of the congregation for the next twelve months.

3. Describe briefly the nature/scope of the proposed building project; how will the proposed building facilitate the implementation of the congregation's mission goals and objectives?

4. How will the design of this proposed building respond to the needs of the persons with disabilities? How will the proposed building respond to the need for improved stewardship of the earth's natural resources and to the need for more efficient use of energy?

Section B: Information About Your Community

Geographical Area:

What is the radius of your parish/community 7-10 miles

Population of your parish/community:

Current year 15,000 + : One year hence 17,700 :

three years hence 21,000 .

Factors expected to contribute to the growth of your parish (cite source of your information):

The Northwestern part of Guilford County is growing at a rate of approximately 16 - 18% per year. The population within the Oak Ridge Fire District more than doubled from 1980 - 1990.

What is the economic base of the community?

Strong economic base; the community is largely suburban with most residents working in the Greensboro, High Point, Winston-Salem area.

What is the approximate average price of homes in your parish area?

$ 150,000

List the four closest churches in your parish area:

Denomination	Approximate membership	Distance from your church
United Methodist	400	1 mile
Southern Baptist	150	2 miles
Moravian	100	1 mile
Southern Baptist	250	½ mile

Section C: Church Statistical Information

Communicant church membership: (give statistics for past five years)

1993	1994	1995	1996	19
33	85	99	133	

Average Attendance at Sunday Worship service (s) for the past five years:

1993	1994	1995	1996	19
40	65	80	95-100	

Estimated Future Membership

One year hence 175 Two years hence 225 Three years hence 350

Annual membership mobility rate (approximate) 5 %

Age of majority of members: 30 to 45 years.

Church School: Enrollment past year 85

Average attendance past year 50

Current resident family membership unit statistics:

a. Number of resident households with husband and wife both members 44 .

b. Number of other resident households 16 .

Total resident church member family units 60 .

Section D: FISCAL DATA

Budget Review: (give statistics for past 5 years)

	1993	1994	1995	(as of 8-31-96) 1996	19__
Mission Giving to Presbytery/Synod/GA	0	11,200	14,578	8,450	
Other Mission Giving			1,620	940	
Congregational Program Expense	5,964	25,418	98,175	71,068	
Other	9,180	38,970	2,865	1,789	
Subtotal:Expenses	15,144	64,388	117,238	82,250	
Building Fund Expenditures	0	0	0	9,965	
GRAND TOTAL	15,144	75,588	117,238	92,215	

Budget Review (give statistics for the last two years):	1995	1996	Pledge 1997
a. Total pledged to church budget	55,800	83,489	115,000
b. Total received from pledges	*89,439	79,722	
Number of resident family units pledging	50	60	
Percentage of resident family units pledging	80 %	85 %	
Average annual giving per family unit (include non-pledging) families	1,788	1,328	

*due to gifts made after pledge period expired

Pastor's annual salary $ 34,400 does X does not ___ include manse allowance.

Approximate average family income in congregation $ 45,000

On a separate paper: list all assets of the congregation and their current value.

Church Building Fund Campaign:

Total amount pledged for three year campaign $ 150,000

Length of pledge period: from (date) 1-1-97 to (date) 12-31-99

Number of resident families 60

Number of families pledging to church building ___

Average pledge per family (entire pledge period) ___

*Campaign date set February, 1997

Campaign directed by Church Financial Campaign Service, Churchwide Partnerships, National Ministries Division

X yes ___ no If no, name consultant ___

Do you have an active followup program? Yes - Campaign date - February 16, 1997

Do you have an active program for soliciting building fund pledges from new members? yes

What future Building Fund Campaigns is the congregation committed to?

dates: from 2000 to 2002 and from 2003 to 2005

Section E: Financial Plan

A. COST

Purchase of existing building: Anticipated closing date____________ $______________

Appraisal $________________ Appraised by: ____________________

. . . . OR . . . .

Construction of new building: Construction to begin:______________

Size: 9,710 square feet Cost per square foot $ 75.37

1. Construction Contract (check one: X estimated ___firm) $ 731,880

2. Architect's fees and costs (contract with architect contains: maximum cost contract?____________; revision clause? __________) $ 51,231

3. Furnishings, parking, insurance, professional fees, 10% of contract is suggested $ 46,000

4. Contingencies--covers bid overage and unscheduled costs 15% of construction Contract is suggested for new construction 20% of construction Contract is suggested for rehabilitation/renovation project $ 41,456

5. TOTAL PROJECT COST: (Should equal to Grand Total Resources B.14.) $ 870,567

B. RESOURCES:
(Total of items 1 through 7 should be at least the precentage required of total project cost as listed on Page 2, item 9 of the Standard conditions.)

1. Cash on hand--received from current building fund pledges $ 90,006

2. Additional income: estimated to be received from current building fund pledges between now and execution of construction/purchase contract. $ 32,565

3. Unborrowed cash on hand--from other sources Specify source See NCD form - line 3 $ 143,698

4. Additional unborrowed cash income from other sources-estimated to be received between now and execution of construction/purchase contract. Specify source See NCD - page 6 $ 43,530

5. Cash already expended on the project (such as for preliminary architectural work) but not included under "1" or "3" above. $ 9,965

6. Presbytery grant $ 100,000

7. Synod grant $______________

8. Presbytery loan: ______years @_____% interest $______________

9. Synod loan: ______years @_____% interest $______________

10. Bank (commercial) mortgage loan: 30 years @8.5% interest $ 150,803

11. Other (specify)____ $______________

12. TOTAL LOCAL RESOURCES: $______________

13. General Assembly loan request to complete project. $ 300,000

14. GRAND TOTAL RESOURCES: (Should equal to Total Project Cost A.5.) $ 870,567

hurch's intentions are to obtain a construction loan set up as a
ne of credit for $350,000. The additional $50,000 to be used only
f necessary due to over budget or revenue shortfall. (see pg 6)

Section F:

Session Request

On 10/13/96(date) the Session of Oak Ridge Presbyterian Church of Oak Ridge, NC (city, state), on behalf of the congregation, and subject to the approval of presbytery, voted to apply for a General Assembly church loan. The Session believes the statements and data contained herein to be accurate, and that the proposed financial obligations are within the ability of the church to repay, and hereby submits this application for consideration. The Session subscribes to the "Standard Conditions for General Assembly Church Loans" (p. 2 of this application).

Oct 13 '96
Date

Jack Wagstaff
Clerk of Session

Presbytery Action

On 12/5/96 (date) the Presbytery of Salem,

in accordance with the Book of Order and its own appropriation procedures:

- + Reviewed and approved this project as to mission priority;
- + Gave consideration to participation in the project funding in proportion to session's need and presbytery's capital resources available for such purposes;
- + Reviewed and approved the Financial Plan as fiscally responsible and within the ability of the congregation to manage, as evidenced by the "Worksheet" calculations;
- + Agreed to monitor the application of the Equal Employment Opportunity policy of the General Assembly as appropriate to this project;
- + Agreed to co-sign the General Assembly loan and to assume immediate repayment in the event of GA loan delinquency over 30 days.

12/19/96
Date

Presbytery Executive/Stated Clerk

Synod Clearance

On ______________(date) the Synod of ____, in accordance with its own procedures, gave consideration to participation in the project's funding in proportion to the session's need and synod's capital resources available for such purposes, and cleared this application and directed that it be submitted to the General Assembly.

Date

Synod Executive

BACKGROUND INFORMATION FOR REVIEW REGARDING THE COMMISSIONING OF LAY PASTORS

PRESBYTERY ACTION

Salem Presbytery amended and approved a proposed Commissioned Lay Preacher Training Program as proposed by the Committee on Ministry during its October 1995 meeting. Subsequent to Presbytery's approval the title was changed to Commissioned Lay Pastor by the General Assembly. Presbytery's approval of the Program stipulated that the CLP's are to be elders. Presbytery further stipulated that CLP's are not to be authorized to serve sacraments, to act as moderators of Session, to live in a manse, to do counseling, or to perform weddings.

APPLICATION PROCESS

Each applicant completed an application form which requested basic biographical data, a history of their involvement in the life and mission of their local church, and a narrative about their desire to serve as Commissioned Lay Pastors.

- Each applicant presented their completed application to their session for review and endorsement for admission to the Program prior to forwarding the application to the Presbytery office.
- Each applicant was interviewed by representatives from the Committee on Ministry and the Examinations Committee.
- The interviewing committee approved the applicants and recommended their admission to the program.

THE TRAINING PROCESS

- Sixteen applicants entered training.
- Teachers were recruited and classes met as described below.
- Each teacher designed and taught her or his class.
- Each class session was followed with assignments for additional research and reports to be written or sermons to prepare for critique and rewriting.
- Each applicant was required to receive a passing grade by each teacher in order to be recommended for Commissioning by Presbytery.

TERM I: Met Saturdays: March 2, April 13, May 4, June 1, 1996. Exams - June 15, 1996.

TIME	CLASS TITLE	TEACHER
9:00 - 10:30 AM	Old Testament	Rev. Dan Thornton
11:00 AM - 12:30 PM	Theology	Rev. William Stephens
1:30 - 3:00 PM	Sermon Preparation	Rev. Holly Hayes

TERM II: Met Saturdays: July 13, August 3, September 7, 1996. Exams - September 21, 1996.

TIME	CLASS TITLE	TEACHER
9:00 - 10:30 AM	Pastoral Care and Ethics	Rev. Jann Briscoe
11:00 AM - 12:30 PM	PC(USA) History and Polity	Rev. Carlton Eversley
1:30 - 3:00 PM	Preaching	Rev. Carter Shelley

TERM III: Met Saturdays: October 5, November 2, December 7, 1996. Exams - December 21, 1996.

TIME	CLASS TITLE	TEACHER
9:00 - 10:30 AM	New Testament	Rev. Tom Bagnal
11:00 AM - 12:30 PM	Worship and Sacraments	Rev. David Partington
1:30 - 3:00 PM	Church Growth and Evangelism	Rev. Russ Ward

NOTE: The Committee on Ministry is deeply grateful for the Session and Minister of the Vandalia Presbyterian Church in Greensboro which hosted all the meetings and classes for this Program.

FINAL ASSESSMENT AND RECOMMENDATION FOR COMMISSIONING

- Applicants who have successfully completed all their class assignments will be interviewed by representatives from the Committee on Ministry and Examinations Committee in the Vandalia Presbyterian Church, January 19, 1997.
- Those approved will be recommended for commissioning by Presbytery to a three-year term as Commissioned Lay Pastors during the meeting February 1, 1997. (Note that those who still have class work to complete will be assessed prior to the April meeting of Presbytery and recommended for commissioning upon successful completion of their work and approval during their final assessment.)
- The Committee on Ministry expects to recommend commissioning for 12 persons.

USE OF OUR COMMISSIONED LAY PASTORS AND CONTINUING SUPERVISION

- Commissioned Lay Pastors will be included on Presbytery's Pulpit Supply List with a notation that they are CLP's.
- The Committee on Ministry will assume primary responsibility for continued supervision.
- Each Commissioned Lay Pastor will be assigned a Mentor who will maintain regular contact with their CLP following the tentative guidelines below.

1. The Mentor should be a good role model for the CLP.
   - The way the Mentor relates to the CLP should demonstrate the kind of openness and caring that CLP's should develop.
   - The Mentor should pray with the CLP and share information of their ministry that might enrich the CLP's efforts, especially devotional guidance.
2. The Mentor should be an ordained minister of Salem Presbytery, but not the CLP's pastor.
   - A pastor may have difficulty functioning as Mentor with a member of their congregation in a new relationship of almost a colleague.
   - In joint meetings of CLP's and Mentors, one or the other may want to discuss issues that might be perceived as criticism.
3. The Mentor should be accessible for meeting and telephone conversations.
   - If someone in the same vicinity is not available, the Mentor should at least be someone who is geographically accessible.
   - The Mentor should be someone who is willing to make time available.
4. The Mentor should be someone who is approachable and non-judgmental.
   - The Mentor should truly listen to the concerns of the CLP before giving advice.
   - The Mentor should counsel the CLP on all aspects of ministry, and truly attempt to be a friend in Christ.
   - The Mentor should review the sermon feedback forms with the CLP. If there are extremely negative comments, present them in a positive way in order to preserve the relationship between the CLP and evaluator.
5. The CLP should attempt to contact the Mentor at least monthly.
   - A high priority should be given to sermon preparation. The CLP should provide a sermon tape to the Mentor on a quarterly basis. If possible, the Mentor should attend worship conducted by the CLP at least once a year.
   - CLP's are urged to listen and study tapes of sermons by outstanding Preachers. Mentors could share their own experience of preaching and preparing sermons.
   - If the CLP has not contacted you for several months, call to re-establish contact. If this problem continues, contact the Committee on Minstry.
6. The Mentor should encourage the CLP to continue his or her own personal growth.
7. The Mentor should report on his or her CLP to the Committee on Ministry twice a year.
8. No Mentor should have more than one CLP to advise and counsel.
9. The Mentor is usually appointed for one year. The relationship can be renewed by mutual agreement of the CLP, the Mentor and the Committee on Care and Oversight.

TRIENNIAL VISITATIONS FOR 1996

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Thomasville First	3	Thomasville	1/18/96	Gordon McKinley/Dusty Fiedler
Dellabrook	4	Winston-Salem	3/13/96	James Mitcham/ C. Garrison
Piedmont	2	Burlington	4/18/96	Bill Weckerly/ Wade Redding
First Pres.	2	Burlington	4/21/96	Wade Redding/ Rick Wurst
Greenwood	1	Reidsville	5/05/96	Joel Long/Clyde Morris
Pittsboro	3	Pittsboro	5/28/96	Sam McGregor/ Steve Stanley
Southminster	4	Winston-Salem	7/96	Dusty Fiedler
Graham	2	Graham	8/22/96	Rick Wurst/Bob Bryant
First Pres.	4	Winston-Salem	9/19/96	Jud Milam/ Cynthia Kirkman
Guilford Park	3	Greensboro	11/19/96	Milnor Jones/ Fred Horner
Shady Side	4	Lexington	11/20/96	Hervey Martin/ Dan Wilkers

Salem Presbytery
Committee on Ministry
Ministers in 1997 Engaged in Validated Ministries within Congregations of This Presbytery (1)

EOD	Name	Position	Calling/Employing Agency
101	Wyatt Aiken, Jr.	Pastor	Mebane
101	Philip A. Beck	Pastor	Memorial
101	Jesse W. Bledsoe	Pastor	Pilot Mountain First
105	Linda L. Blessing	Interim Pastor	Hills
101	Ronald L. Bowie	Pastor	Boone First
108	Robert E. Button	Interim Pastor	Glenwood
103	Kathryn J. Cameron	Associate Pastor	Greensboro First
101	Dlean Campbell	Pastor	Danbury Community
101	Charles R. Carter	Pastor	Forest Hills
105	William E, Christian	Interim Pastor	Clemmons
101	Jae Heung Chung	Pastor	Korean First
101	M. Gray Clark	Pastor	Fellowship
101	Robert E. Cleveland	Pastor	Pittsboro
103	Frederick A. Coates	Associate Pastor	Mooresville First
106	William J. Cowfer	Stated Supply	Unity
105	O. Leighton Cutler	Interim Pastor	Crestview, West Chester, Ohio (Cincinnati Presbytery)
191	William R. Dalton III	Designated Pastor	Bethesda, Ruffin
101	Kermit W. Dancy	Pastor	Mt. Jefferson
103	Dale W. Davidson	Associate Pastor	Presbyterian Church of the Cross
105	Max Deal	Interim Pastor	Statesville First
101	Franklin M. Dew	Pastor	New Creation Community
101	James A. Dickens	Pastor	Logan
103	Barbara E. Dua	Associate Pastor	Greensboro First
101	Christopher F. East	Pastor	Buffalo
101	Stewart E, Ellis	Co-Pastor	Winston-Salem Trinity
101	Robert C. Evans III	Pastor	Oak Ridge
101	Carlton A.G. Eversley	Pastor	Dellabrook
103	Bruce W. Feltrup-Exum	Associate Pastor	Asheboro First
103	Carol C. Fisher	Associate Pastor	Hawfields
103	James H. Foil, Jr.	Associate Pastor	Salisbury First
101	James T. Frazier	Pastor	Sparta
101	Elijah B. Freeman, Jr.	Pastor	High Point, St. Paul
101	Jonathan H. Freeman	Pastor	Springwood

EOD	Name	Position	Calling/Employing Agency
103	Robert M. Gant	Associate Pastor	Alamance
101	Murv' L. Gardiner	Pastor/Assoc.for the Chapel	Beulah/Wilkes Chapel of the N. Wilkesboro Church
101	Robert J. Goforth	Pastor	Cooleemee
101	Perry Dwayne Griffin	Pastor (Freedom Ministry)	Mt. Vernon/Mocksville Second/Assoc.Facilitator-Evangelism
101	J. Randy Hall	Pastor	Fairmont
101	William C. Hayes	Pastor	Smyrna/Wentworth
101	David C. Hell	Pastor	North Wilkesboro
101	James Henderson	Pastor	Calvary
103	Margaret L. Henderson	Associate Pastor	Highland
101	Robert W. Henderson	Pastor	Greensboro Westminster
101	Samuel W. Henderson	Pastor	Jamestown
101	David Lee Henry	Pastor	Vandalia
103	Cynthia R. Higgins	Associate Pastor	Greensboro Westminster
103	Fredrick R. Horner	Associate Pastor	Greensboro First
101	Robert M. Howard	Pastor	Centre
101	Thomas Allen Huff, Jr.	Pastor	Cross Roads
101	Guy W. Hunt, Jr.	Pastor	Asbury
101	George Hunter	Pastor	Salisbury Trinity
101	Robert S. Jeffords, Jr.	Pastor	Covenant
105	Kurt W. Johnston	Interim Pastor	Burlington Shiloh
101	William Jones	Pastor	Reid Memorial
101	Alyce Kelly	Pastor	Allen Temple
101	David Kivett	Pastor	Reidsville First
106	Thomas K. Lane	Stated Supply	Griers/Pleasant Grove
108	Robert E. Lee	Temporary Supply	El Bethel
101	David E. Leininger	Pastor	Greensboro St. Paul
101	Ruth Ann B. Lenger	Pastor	Spencer
101	Robert M. Lewis	Pastor	Salisbury First
101	S. Edwin Lewis	Pastor	Mooresville First
101	Thomas K. Lewis III	Pastor	Statesville Bethesda
101	Joel M. Long	Pastor	Eden First
103	William J. MacDonald	Associate Pastor	Winston-Salem First
101	Robert M. Matthews	Pastor	Fieldstone
105	Angus W. McGregor	Interim Pastor	Church of the Covenant
101	Sam E. McGregor, Jr.	Pastor	Siler City
101	Stephen P. McCutchan	Pastor	Highland
101	Mary C. McNeal	Pastor	Faith

EOD	Name	Position	Calling/Employing Agency
101	Judson J. Milam	Pastor	St. Andrews
101	John L. Milholland	Pastor	Fifth Creek/Old Providence
101	E. Thomas Miller	Pastor	Forest Park
101	James F. Miller	Pastor	Church of the Cross
101	Molly D. Morgan	Pastor	Madison
101	Stephen A. Moss	Pastor	Thyatira
103	Lisa M. Mullen	Associate Pastor	High Point First
101	George H. Murray, IV	Pastor	Kernersville First
106	Gail P. Nelson	Stated Supply	Yadkin United
101	J. Herbert Nelson	Pastor	St. James
103	Lisa T. Nelson	Associate Pastor	Prospect
101	David C. Partington	Pastor	Shallowford
101	S. Curtis Patterson	Pastor	Thomasville First
101	A.B. Plexico	Pastor	Hawfields
101	Phillip J. Pogue	Pastor	Glendale Springs/Laurel Fork
101	George K. Preston, III	Pastor	Prospect
101	Richard L. Qualls	Pastor	Flat Rock
106	Marie P. Reed	Stated Supply	Yanceyville
101	Leland A. Richardson	Pastor	Mocksville First
101	Raymond W. Riddleberger	Pastor	Old Town
101	Paul N. Rudolfi	Pastor	Mt. Airy First
101	James M. Rissmiller	Pastor	Community in Christ, Presbyterian
101	Russell H. Ritchel, Jr.	Pastor	Winston-Salem First
101	Brian Rummage	Pastor	Bixby
101	Victor C. Scott	Pastor	Greenwood
101	Dennis Sebesan	Pastor	Lexington, First
101	Jerold D. Shetler	Pastor	Greensboro First
105	Jeffrey D. Smith	Interim Pastor	Taylorsville
106	Steven A. Snipes	Stated Supply	Oakland
101	Billy F. Sosebee	Pastor	Lexington Second
101	Laura M. Sprangler	Co-Pastor	Winston-Salem Trinity
101	Joe L. Spears	Pastor	Cameron/Mount Tabor; Freedom Ministry Director
108	William F. Stephens, III	Temporary Supply	Hopeview
101	Samuel Stevenson	Pastor	Grace
101	Mark T. Stewart	Pastor	Crestwood
101	Larry E. Summey	Pastor	Franklin

EOD	Name	Position	Calling/Employing Agency
101	David H. Sutton	Pastor	Guilford Park
101	C. Powell Sykes	Pastor	Burlington Westminster
101	Al F. Thomas, Jr.	Pastor	Speedwell
103	Erich W. Thompson	Associate Pastor	Starmount
101	Dan M. Thornton	Pastor	Salisbury Second
101	Keith A. Uffman	Pastor	Alamance
101	Thomas R. Vaughn	Pastor	New Salem
101	W. Russell Ward, Jr.	Pastor	Asheboro First
101	William C. Weckerly	Pastor	Graham
103	Jeff White	Associate Pastor	Winston-Salem First
101	Norman F. Whitney	Pastor	Bethany
101	Daniel C. Wilkers	Pastor	Parkway
105	John A. Wilkerson, Jr.	Interim Pastor	Starmount
101	Charles Williams	Pastor	Burlington First
101	James K. Wilson	Pastor	Sedgefield
101	R. Scott Woodmansee	Pastor	High Point First
101	Richard S. Wurst, Jr.	Pastor	Stony Creek

(121)

Salem Presbytery
Committee on Ministry
Ministers in 1997 Engaged in Validated Ministries in Other Services of This Presbytery (2)

OED	Name	Position	Calling/Employing Agency
782	David M. Cameron	Counselor	Greensboro Presbyterian Counseling Center
653	Philip R. Gehman	Vice President for Student Life	Columbia Theological Seminary
654	Sherron K. George	Assistant Professor of Evangelism & Missions	Austin Theological Seminary
203	Hewon Han	Associate Presbyter for Congregational Life	Salem Presbytery
282	John M. Handley	Executive Presbyter/Stated Clark	Salem Presbytery
782	Robert W. Herron	Director	Greensboro Presbyterian Counseling Center
641	Ann B. Jahnes	Campus Minister	University of North Carolina at Greensboro
654	Richard R. Osmer	Professor of Christian Education	Princeton Theological Seminary
785	Joseph L. Pickard	Associate Executive Director	Medical Benevolent Foundation
641	Rockwell P. Ward	Campus Minister	Appalachian State University
203	A. Michael Warren	Associate Presbyter for Care and Development of Leadership	Salem Presbytery

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Salem Presbytery
Committee on Ministry
Ministers in 1997 Engaged in Validated Ministries Beyond the Jurisdiction of This Presbytery (3)

OED	Name	Position	Calling/Employing Agency
643	L. Adlai Boyd	Chair, Child & Family Services	University of South Florida
644	Carole F. Chase	Professor of Religion	Elon College
787	M. Susan Dobyns	Counselor	Private Practice
787	Larry W. Freeman	Counselor	Private Practice
704	Carter B. Gillespie	Counselor - Employee Assistance Program	Greensboro United States Postal Service
654	William F. Lawrence	Professor	Hood Theological Seminary
645	B. Paul Lindsay	Associate Professor of Sociology	University of North Carolina at Greensboro
562	Z. Bradford Long	Director	Presbyterian & Reformed Renewal Ministries
787	Steve A. Martin	Counselor	Private Practice
711	Francis J. Rivers	Chaplain/Supervisor-In-Training	North Carolina Baptist Hospital
711	Jean Rodenbough	Chaplain	Morehead Sandy Ridge Memorial Hospital, Eden, NC
785	R. Page Shelton	Lead Worker	Forsyth-Stokes Mental Health Center Acute Day Treatment Program
785	Paul R. Snell	Executive Director	CONTACT
780	Glenn C. Thomason	Guidance Counselor	Thomas H. Henderson Middle School, Richmond, Virginia
714	Benjamin F. Williams	Child & Youth Services Director	Alamance/Caswell Mental Health Center
787	J. Gordon Williams	Program Field Director	American Leprosy Mission

(16)

Salem Presbytery
Committee on Ministry
Honorably Retired Ministers (4)

EOD	Name	Position	Calling/Employing Agency
299	Alonza M. Alexander		
299	J. Lawrence Ayers		
299	Thomas B. Bagnal, Jr.	Interim Pastor	Elkin
299	James H. Banbury	Stated Supply	Yadkinville
299	Dwight L. Barker		
299	Ernest M. Bradford		
299	Edwin C. Brammer, Jr.		
299	Warren C. Brannon		
299	William Brown		
299	Malcolm M. Bullock		
299	David H. Burr		
299	Cecil C. Callis		
299	George C. Carpenter		
299	William H. Chappell		
299	Frank C. Collier	Stated Supply	Immanuel
299	L.B. Colquitt, Jr.		
299	Walt M. Cooper		
299	Ares Davidian		
299	Frank A. Davison		
299	F. Marion Dick		
299	C. Wayne Dixon	Stated Supply	Love Valley
299	Norris L. Fellows		
299	Charles G. Fitzpatrick		
299	Joseph W. Flora		
299	Robert Lee Forbis		
299	William H. Foster, Jr.	Stated Supply	Whitewright First (Texas)
299	Milton M. Foust	Stated Supply	Randolph
299	Robert O. Freeman		
299	Samuel R. Fudge		
299	Harold E. Fuller		
299	Joseph M. Garrison	Parish Associate	Greensboro First

EOD	Name	Position	Calling/Employing Agency
299	Lucius A. Gray		
299	J. Stimson Hawkins	Chaplain	Hospice
299	Dewitt F. Helm		
299	Everett A. Hewlett		
299	Z.N. Holler		
299	Henry J. Keating		
299	William R. Knox		
299	Morton R. Kurtz	Stated Supply	Piedmont
299	Julian Lake		
299	Donald E. Lannon		
299	William F. Long		
299	Wilkes D. Macaulay		
299	James M. Mauldin		
299	James M. McDaniel		
299	Charles T, McKee		
299	Lacy V. McPherson		
299	Allen C. McSween		
299	Donald Mimbs		
299	Kay M. Misenheimer		
299	James A. Mitcham, Jr.	Stated Supply	Shady Side
299	H. Reid Montgomery		
299	Allen E. Morrison		
299	Joseph B. Mullin		
299	Robert E. Osman	Parish Associate	Greensboro Westminster
299	Darrell A. Parker		
299	J. Kent Parker, Jr.		
299	O. William Perrell		
299	George A. Ploger		
299	W. Clark Porter III	Stated Supply	Elon College Trinity
299	Donald G. Price		
299	John A. Redhead		
299	Catherine J. Reed		
299	Gerald N. Reiff		
299	William C. Rhodes, Jr.		
299	Paul S. Ryoo		
299	Grant M. Sharp		

EOD	Name	Position	Calling/Employing Agency
299	Lester E. Sheppard		
299	William R. Smith III		
299	Jamie D. Stimson		
299	Ernest L. Stoffel		
299	Harry S. Thomas		
299	John G. Truitt	Stated Supply	Bethel
299	Robert L. Turner		
299	William D. Varker		
299	Stanley M. Voth		
299	Harold F. Waldruff		
299	Roy E. Watts		
299	Worth N. Watts		
299	Robert S. Wells		
299	John C. Whitley	Stated Supply	Stoneville
299	Frank C. Wilkinson		
299	John A. Womeldorf		
299	William J. Wrenn		

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Salem Presbytery
Committee on Ministry
Members-at-Large (5)

OED	Name	Position	Employing Agency
787	James H. Allen		
787	Jonathan C. Barker		
785	Janet B. Briscoe	Master's Candidate	University of North Carolina at Greensboro
658	Robert A. Bryant	Doctoral Candidate	Union Theological Seminary (Virginia)
787	Virginia Cowfer	Social Worker	Rowan County Department of Social Services
787	Lou McAlister East		
787	Scott C. Girard	Master's Candidate	University of North Carolina at Greensboro
787	Holly Diane Hayes		
787	Walter W. King	Liaison Engineer	General Motors Electro-Motive Division
787	Franklin L. Partridge	Minister of Music	Winston-Salem Trinity
787	Jamie B. Pharr		
787	Steve M. Pharr	Attorney	Petree, Stockton
658	Anne Carter Shelley	Doctoral Candidate	University of North Carolina at Greensboro
787	Jerry M. Smith	Attorney	Private Practice
787	Patricia F. Stewart	Parish Associate	Lexington First
658	John B. Talmage	Doctoral Candidate	University of Florida
787	Kellie Weekly-Mills		
787	William T. Wing III		

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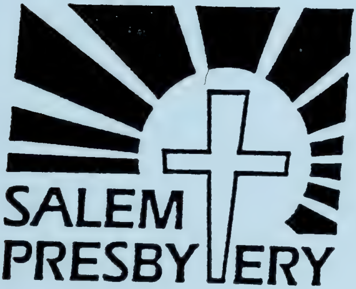
SALEM
PRESBYTERY

THIRTY-FOURTH STATED MEETING
KOREAN FIRSTPRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 22, 1997

MINUTES OF

SALEM PRESBYTERY

THIRTY-FOURTH STATED MEETING
KOREAN FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

April 22, 1997

OFFICERS

Moderator	Patricia F. Stewart
Moderator-in-Nomination	W. Russell Ward, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

SUCCESSION OF MODERATORS

Date	Name	Church	Place of Meeting	Stated Meeting
1/7/89	Ms. Dale Davidson	First (Greensboro)	First (Greensboro)	First
4/6/89			First (Statesville)	Second
6/23-24/89			Lees-McRae College (Banner Elk)	Third
10/31/89			First (Burlington)	Fourth
2/3/90	Rev. S. Edwin Lewis	First (Mooresville)	First (Mooresville)	Fifth
4/24/90			Westminster (Greensboro)	Sixth
7/14/90			Forest Hills (High Point)	Seventh
10/2/90			First (High Point)	Eighth
2/2/91	Rev. Ivan W. Lowery	Cameron/Second Mocksville/Mt. Vernon	First (Lexington)	Ninth
4/23/91			Starmount (Greensboro)	Tenth
7/13/91			First (Statesville)	Eleventh
10/1/91			Trinity (Salisbury)	Twelfth
2/1/92	Mr. Rudolph V. Boone, Sr.	Dellabrook	Highland (Winston-Salem)	Thirteenth
4/28/92			Hawfields (Mebane)	Fourteenth
7/18/92			North Wilkesboro (North Wilkesboro)	Fifteenth
10/3/92			Glendale Springs (Glendale Springs)	Sixteenth
2/6/93	Rev. Cynthia R. Higgins	Starmount	Buffalo (Greensboro)	Seventeenth
4/27/93			First (Burlington)	Eighteenth
7/23-24/93			Lees-McRae College (Banner Elk)	Nineteenth
10/26/93			Prospect (Mooresville)	Twentieth
2/5/94	Mr. W. Erwin Fuller, Jr.	First (Greensboro)	First (Asheboro)	Twenty-First
4/26/94			Guilford Park (Greensboro)	Twenty-Second
7/16/94			Graham (Graham)	Twenty-Third
10/25/94			First (Greensboro)	Twenty-Fourth
2/4/95	Ms. Margaret Marks	Calvary	First (High Point)	Twenty-Fifth
4/25/95			Alamance (Greensboro)	Twenty-Sixth
7/28-29/95			St. Paul (Greensboro)	Twenty-Seventh
10/24/95			Glendale Springs (Glendale Springs)	Twenty-Eighth
2/3/96	Mr. N. N. Fleming, III	Hawfields	First (Salisbury)	Twenty-Ninth
4/23/96			Sedgefield	Thirtieth
7/20/96			Fairmont/Second/Shady Side (Lexington)	Thirty-First
10/22/96			Elkin (Elkin)	Thirty-Second
2/1/97	Rev. Patricia F. Stewart	First (Lexington)	First (Burlington)	Thirty-Third
4/22/97			Korean First	Thirty-Fourth
7/18-19/97			Barium Springs Home	Thirty-Fifth
10/21/97			Westminster (Greensboro)	Thirty-Sixth

THIRTY-FOURTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

KOREAN FIRST PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

April 22, 1997

The Thirty-Fourth Stated Meeting of Salem Presbytery, held on Tuesday, April 22, 1997, at Korean First Presbyterian Church, Greensboro, North Carolina, was called to order by Moderator Patricia F. Stewart at 9:00 a.m. She led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The liturgists were the Reverend Jae Chung and the Reverend Cindy Higgins. The preacher was the Reverend Lou McAlister East.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	143	Non-Commissioners	7
Ministers	112		
		Commissioned Lay Pastors	2
Corresponding Members			
Ministers	2	Visitors	35
Church Educators	11	Total	312

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, Philip A. Beck, Linda L. Blessing, Warren C. Brannon, Malcolm M. Bullock, Robert E. Button, Kathryn J. Cameron, George C. Carpenter, William E. Christian, Jae Heung Chung, M. Gray Clark, Robert E. Cleveland, Frederick A. H. Coates, William J. Cowfer, William Reid Dalton, III, Frank M. Dew, James A. Dickens, Christopher F. East, Lou McAlister East, Stewart E. Ellis, Bruce Feltrup-Exum, Carol C. Fisher, Charles G. Fitzpatrick, James H. Foil, Jr., Jonathan H. Freeman, E. B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Murv' L. Gardiner, Lucius A. Gray, Perry D. Griffin, J. Randy Hall, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Margret Henderson, Robert W. Henderson, Samuel W. Henderson, David L. Henry, Cynthia R. Higgins, Robert M. Howard, Thomas A. Huff, Jr., Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Sr., Alyce M. Kelly, William R. Knox, Thomas K. Lane, David E. Leininger, Ruth B. Lenger, Robert M. Lewis, S. Edwin Lewis, Joel M. Long, William J. MacDonald, Robert M. Matthews, Sam E. McGregor, Jr., Charles T. McKee, Mary C. McNeal, Judson J. Milam, E. Thomas Miller, James A. Mitcham, H. Reid Montgomery, Molly Dotson Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Lisa T. Nelson, Robert E. Osman, David C. Partington, S. Curtis Patterson, Richard L. Qualls, Catherine J. Reed, Leland A. Richardson, Raymond W. Riddleberger, Paul N. Ridolfi, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Brian K. Rummage, Victor C. Scott, Jerold D. Shetler, Paul R. Snell, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Patricia F. Stewart, Jamie D. Stimson, Ernest L. Stoffel, David H. Sutton, C. Powell Sykes, Sr., Al F. Thomas, Jr., Erich W. Thompson, Dan M. Thornton, John G. Truitt, Jr., Keith A. Uffman, T. Ronald Vaughan, Dale Walker, Rockwell P. Ward, W. Russell Ward, Jr., William C. Weckerly, Jeff White, Norman M. Whitney, Sr., Daniel C. Wilkers, Charles Williams, James K. Wilson, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

James H. Allen, Ronald L. Bowie, L. Adlai Boyd, David M. Cameron, Carole F. Chase, Virginia Ann Cowfer, Kermit W. Dancy, Max E. Deal, M. Susan Dobyns, Robert C. Evans, III, James T. Frazier, Larry W. Freeman, Philip R. Gehman, Robert J. Goforth, David C. Heil, Fredrick R. Horner, Walter W. King, J. David Kivett, Robert E. Lee, Thomas K. Lewis, III, B. Paul Lindsey, Steve A. Martin, Jamie Bibee Pharr, Joseph L. Pickard, A. B. Plexico, Phillip J. Pogue, Francis J. Rivers, Dennis J. Sebesan, Jeffrey D. Smith, William F. Stephens, III, A. Michael Warren, John A. Wilkerson, Jr., J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., William Brown, David H. Burr, Cecil C. Callis, Charles R. Carter, William H. Chappell, Frank C. Collier, L. B. Colquitt, Jr., Ares Davidian, Frank A. Davison, F. Marion Dick, C. Wayne Dixon, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, Henry J. Keating, Morton R. Kurtz, Julian Lake, Donald E. Lannon, William F. Long, Wilkes D. Macaulay, James M. Mauldin, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, William H. Morrison, Joseph B. Mullin, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Jesse W. Bledsoe, Janet B. Briscoe, Robert A. Bryant, Diean Campbell, O. Leighton Culler, Barbara E. Dua, Carlton A. G. Eversley, Sherron K. George, Carter B. Gillespie, Scott C. Girard, Holly D. Hayes, Robert W. Herron, Kurt W. Johnston, William F. Lawrence, Jr., Z. Bradford Long, Stephen P. McCutchan, Angus W. McGregor, John L. Milholland, James F. Miller, Gail Porter Nelson, J. Herbert Nelson, Richard R. Osmer, Franklin L. Partridge, III, Steve Macon Pharr, George K. Preston, III, Marie P. Reed, A. Carter Shelley, R. Page Shelton, Jerry M. Smith, Samuel Stevenson, Mark T. Stewart, Larry E. Summey, John B. Talmage, Glenn C. Thomason, Kellie Weekly-Mills, Benjamin F. Williams, William T. Wing, III.

The following Churches were enrolled by the attendance of their representative(s):

A-F

Alamance Cathy Early, J. Lee Jobe, Lewis May, Allen Temple Margaret Cowan, Virginia Mott, Asbury Dot Nunn, Asheboro First Bill Batten, Sandy Grey, Bethany (Graham) A. H. Patterson, Jr., Bethany (Statesville)

Edgar Ingram, Bethel Andrea Davis, Bethesda (Ruffin) Mary Lily Worthington, Bethesda (Statesville) Allen D. Cook, Phillip McCoy, Beulah Elizabeth R. Scott, Bixby Carl Tutterow, Buffalo Patsy Stranghon, Burlington First Hubert Green, Linda H. Mason, Calvary Margaret S. Marks, Roy Sloan, Fred Tatum, Cameron Phyllis Chambers, Opal Stockton, Church of the Covenant Barry Barber, Church of the Cross Elaine Buie, Clemmons Roger Squier, Community in Christ Ed Cooke, Concord Hazelene Lentz, Mary Lou Stevenson, Cooleemee Grier C. Waller, Cross Roads Jim Cousins, Danbury Jennie Hemrick, Dogwood Acres Tom Moore, Eden First Cheryl Lauzau, El Bethel Jack Dyer, Fairmont Colleen Story, Faith Ralph Munday, Fellowship Anne Wagner, Flat Rock Burton Dinkins, Forest Hills Frank Harrison, Forest Park Pauline Fisher, Elaine Sampson, Francisco Elva Dearmin, Franklin Kyle Huffman, Freedom Minnie Dobbins, Idella McClelland, Dorena Stevenson.

G-M

Glenwood Bill Beasley, Grace Rosa Howard, Willie Robinson, Graham Bill Cooke, Earl Murray, Greensboro First Ginger Booker, Julian Friday, Peter Vanstory, Richard Wharton, John Williams, Greenwood Brownie Toler, Guilford Park Joe Browning, Abe Jones, Hawfields Jimmy Evans, High Point First Paul Bohl, Steve Braxton, Jerry Robbins, Highland Bob Elliott, Pam Pepper, Hills Don Martinat, Hope View Ronald Smith, Jamestown Jo Brechtelshauer, John Hamil, John Calvin Haywood Cope, Korean First Tom Hwang, Eui H. Park, Lansing Fred Carter, Lexington First Paul Poston, Jr., John Welborn, Lexington Second Ken Phillips, Lloyd Roxie Settle, Vera Williams, Logan Juanita Allen, Daisy Keaton, Dorothy Mintz, Mebane Sharon White, Memorial Vonda Derushia, Mocksville First Henry VanHoy, Mooresville First Richard Fortanbary, Sue Stevens, Mount Tabor Roy Carruth, Howard Taggert.

N-Z

New Creation Francis Young, New Salem Jeanne Cockrell, Oak Ridge Marie Armstrong, Old Town Linda Saleeby, Parkway Barbara Brennan, Fred Ward, Pilot Mountain First James Blackwelder, Pine Hall Chis Rodenbough, Pittsboro Linda Harris, Randolph Lewis Hinesley, Reidsville First Anne Scott, St. Andrews Ted Davis, St. James Margaret Carr, Louise Cummings, Rosa Yourse, St. Paul (Greensboro) Ron Lochbeaum, St. Paul (High Point) Calvin Scaife, Salisbury First Patti Glassgow, Martha Lasiter, Salisbury Second Larry Freeze, Sandy Ridge Cleo Ferguson, Sedgefield Van Cochran, Shady Side Robert Gilchrist, Shallowford Janet Scharling, Siler City Linda Kolpack-Martindale, Smyrna Sallie Rakestraw, Speedwell Nori Torbert, Spencer Tom Powell, Springwood Mike Griggs, Starmount Ann E. Cameron, Martha Farthing, Stony Creek Jim Willoughby, Third Creek Amy Padgett, Thomasville First Joe Bennett, Thyatira Harold Litaker, Jean Wilson, Trinity (Salisbury) Lessie Gaston, Andrew Wilson, Trinity (Winston-Salem) Jeanne Fleet, Unity Roger Wilson, Vandalia Don Mitchell, Wentworth Doc Sherron, Westminster (Burlington) Claude Lumpkin, Westminster (Greensboro) Sally Royster, Betsy Weaver, Whispering Pines Jim Taylor, Winston-Salem First Mack Dagenhart, Eleanor Godfrey, Harold Wingert, Yadkin United Donald Tate, Thomas Vinson, Yanceyville Thomas McPherson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Boone First, Covenant, Fieldstone, Glendale Springs, Gulf, Immanuel, Kernersville First, Laurel Fork, Mt. Airy First, Mt. Jefferson, Mt. Vernon Springs, Shiloh (Statesville), Sparta, Trinity (Elon College).

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Boonville First, Centre, Cleveland, Clio, Collinstown, Crestwood, Dellabrook, Ebenezer, Edward Webb Memorial, Elkin, Elmwood, Fifth Creek, Griers, Joyce, Little Joe's, Love Valley, Madison, Milton, Mocksville Second, Mt. Vernon, North Wilkesboro, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Pine Ridge, Pleasant Grove, Prospect, Red House, Reid Memorial, Riverview, Rumple Memorial, Shiloh (Burlington), Southminster, Statesville First, Stoneville, Tabor, Taylorsville, Yadkinville.

The following Church Educators were enrolled:

Martha Lou Anderson, Karl Barnett, Sammie Braxton, Ralph Cloaninger, Cindy Core, Brian Edwards, Carol Edwards, Evelyn Edwards, James Miles, Gin Reid Mitchem, Pat Smith.

The following Commissioned Lay Pastors were present:

Ethan C. Sherrod, William E. Shouse.

The following Corresponding Members were present:

C. Drayton Cooper, Presbytery of Western North Carolina; Cynthia Douglas Keever, Presbytery of Lake Michigan.

The following Visitors were registered:

Annie Miller Bates, Charles N. Briley, Me-Me Briley, Nath Briley, Charles Cameron, Marian Cameron, Margaret Carr, Roy Carr, Annette Carruth, Jeanette Dickens, Bethan Faust, Mary Sue Ferguson, Wil Gibble, Bob Gillespie, Charles Howell, Cynthia Kirkman, Christie Leininger, Hervey Martin, Cora Massey, Ann McKee, Lib McPherson, Jane Miller, Dr. Sammie Potts, Clayton Roscoe, Virgia Rush, Otis Scott, Gwen Smith, Jean Snead, Sharon Squier, John Stamper, Clifford Strutton, Annie Taggert, Vada Tatum, Elizabeth West, Lavean Woodard.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Brenda Nance, Phyllis L. Plyler, Esther Preston, Paul Ransford, Sara Williams.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. The Docket for the Thirty-Fourth Stated Meeting of Salem Presbytery was adopted. (Appendix A, pp. 81-82.)

RESOLUTIONS COMMITTEE

The Moderator named the following persons to serve on the Resolutions Committe:

The Reverend Steve Moss, Chair
Elder Nori Torbert
Elder Thomas Vinson
The Reverend Dale Walker

OMNIBUS MOTION

Mack Dagenhart, Council Cluster Moderator, presented the Omnibus Motion. Following the removal of item #10, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are identified by OM designations in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend Jae Chung, Pastor of the Korean First Presbyterian Church. Information regarding the facilities and arrangements for the meeting were presented. The Moderator welcomed Elders attending Presbytery for the first time. The following ministers from other presbyteries were introduced and welcomed and seated as Corresponding Members: C. Drayton Cooper, Presbytery of Western North Carolina and Cynthia Douglas Keever, Presbytery of Lake Michigan. Carl Barnett, Interim Youth Worker, Greensboro First and Brian Edwards, Directory of Youth Ministry, Asheboro First, were also introduced.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, p. 83.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record (Appendix C, p. 84.)

PRESBYTERY COUNCIL CLUSTER

Mack Dagenhart, Moderator

Your Council Cluster has met twice since the last Stated Meeting of Salem Presbytery.

Actions Reported by Council:

1. That an Interim Presbytery Executive/Stated Clerk be secured for a transition period of at least six months following the retirement of John Handley in 1998.

2. That the Personnel Function Group be increased from three members to seven members on the Nominating Committee's recommendation to Presbytery.

3. That the Personnel Function Group conduct the search for the Interim Presbytery Executive/Stated Clerk.

4. That the procedures for a Search Committee for a permanent position will be addressed at a later date. The Search Committee cannot be formed until John Handley's retirement.

5. Requested the Personnel Function Group to proceed to secure a Volunteer in Mission Hunger Action Enabler as soon as the way be clear. (Their search is in progress.)

6. That 1996 year-end funds be used as follows:

$50,000	To Church Development
$52,000	To balance 1997 budget
$30,657	To Campus Ministry

7. Acting as Trustees, approved the request of Highland Presbyterian Church to enter into a loan agreement with Wachovia Bank for a major renovation project in Highland's buildings for which 1.1 million dollars has been pledged.

8. Acting as Trustees, approved the request of Community in Christ Presbyterian Church to sell a utility easement to the City of Greensboro for $4,292.

9. Acting as Trustees, concurred with the Springwood Presbyterian Church's request concerning the Foust Trust in order that more than $300 can be paid yearly toward a minister's salary at Springwood.

10. Voted to establish guidelines for display or sale of items at Presbytery Meetings. These guidelines will be given to the Salem Presbytery Staff to guide them in considering such requests. Requests going beyond the guidelines require approval of the Council Cluster.

11. Granted a request of the Spencer Presbyterian Church to sell and/or display items manufactured in third world countries at the July Meeting of Presbytery.

12. Approved appropriating $500 for Presbytery Moderator Expenses. Funds will come from the Council Cluster Operating Budget "Training" item.

13. Approved the purchase of a car, by appropriating $12,000 from 1996 Surplus Funds, for the Associate Presbyter for Congregational Life.

14. Approved a campaign among individual members of Salem churches to help pay for the new office building. The campaign would consist of a request for a special offering from each member of at least $5.00. Every church would be contacted and asked to receive a special offering from its members with a special Sunday designated for the offering.

15. Approved the following dates for 1997 and 1998:

October 11, 1997	Pathways to Leadership
January 24, 1998	Worldwide Ministries Conference
May 16, 1998	NET RESULTS Training Event
September 19, 1998	NET RESULTS Training Event

16. Approved Worldwide Ministries Cluster's request for International Hunger Grants from 2 Cents A Meal/Pennies for Hunger Funds:
    - $20,000 to be sent to Louisville and joined with other funds, then forwarded to Kwahu Presbytery in Ghana
    - $20,000 to be sent to Louisville and forwarded to Zaire

For Information:

1. Council Cluster members are visiting worship services in various churches in the Presbytery as part of Council's effort to be more visible in the churches as well as to see how we might serve more effectively.

2. The Racial Ethnic/Lloyd Task Force presented a proposal that the Council Cluster request the appropriate Presbytery entities to plan for securing two full-time positions. One position would be the Pastor of the Lloyd Presbyterian Church and developer of an Urban Ministry program in Winston-Salem, in cooperation with the participating churches of the Inter-racial Dialogue. The second position would be a Presbytery Associate Educator for the African-American Churches. The Task Force was asked to continue to coordinate its work with the Black Caucus and the Winston-Salem Inter-racial Dialogue Group to develop definitive proposals.

3. A Phone Tree has been installed in the Presbytery Office.

4. A dedication of the new Presbytery Office Building is being planned for September 14.

5. Council raised from its membership $50 to purchase a tree to plant on the grounds of the Korean Presbyterian Church during the April 22 Presbytery Meeting. In addition to being a gift from the Presbytery to the church, this planting will recognize Earth Day.

6. Shalom Cluster reported allotments for Domestic Hunger Grants from Two Cents A Meal/Pennies for Hunger funds:

Presbyterian Church of the Cross Children's Center	$5,000
Prodigal's Community	$5,000

Council Concurs with the Following Clusters:

1. Council concurs with the recommendations of the Church Growth and Enrichment Cluster.

If your church (or a group of churches in your area) might be interested in hosting a future Salem Presbytery meeting, please call Esther Preston for information (910-766-3393).

CHURCH GROWTH AND ENRICHMENT CLUSTER

Ron Bowie, Moderator

Lake Norman Property

On February 13, 1997, Council approved a recommendation by the New Church Development Task Group to purchase fifteen (15) acres of land on Blume Road, in the Lake Norman-Mooresville area, as a new church site. This recommendation culminated several years of search for property in this high growth area (projected 100% by 2010). Crescent Resources, Inc. (subsidiary of Duke Power Company) is making the property available at a price not to exceed $15,000 per acre. Comparable sites in the area are priced at $40,000 +.

At its February 1997 Session Meeting, First Presbyterian Church, Mooresville, accepted the challenge to serve in a parental role in developing this site. They are in the process now of establishing a steering committee.

ACTIONS:

2. Presbytery approved the purchase of fifteen (15) acres of land on Blume Road in the Lake Norman-Mooresville area from Crescent Resources, Inc. at a price of $159,000, and commended First Presbyterian Church, Mooresville, for its commitment to church growth.

3. The following persons were named to the proposed NCD at Lake Norman Steering Committee:

   First, Mooresville: Ray Brawley, Pat Culberson, Brent Curtis, Bill Ducker, Warren Dumford, Bill Harris, Karen Johnson, Rod Kerley, Lucile McClure, Eddie Nelson, Carroll Rempe, Tom Sgritta, Larry Taylor;

   Fieldstone: Lou Sullivan

   Centre: Representative to be named by church

   Reid Memorial: Representative to be named by church

Randolph Presbyterian Church Dissolution

On Monday, March 23, 1997, in a congregational meeting called by the Session, the congregation of Randolph Presbyterian Church, High Point, North Carolina, voted to ask Salem Presbytery to dissolve the church and dismiss the members whom the Session shall have not already dismissed to the churches of their choices. A related matter of the disposition of property will be recommended at a later date.

ACTIONS:

4. Salem Presbytery approved the dissolution of the Randolph Presbyterian Church, High Point, North Carolina, in compliance with their request, when the way be clear.

5. The following persons were appointed to the Administrative Commission:

   Mr. Bill Cleveland, Westminster (Greensboro)
   Mr. Lewis Hinesley, Randolph
   Ms. Cynthia Kirkman, Highland
   Mr. Ken Lesley, Jamestown
   Mrs. Cora Massey, St. Paul (High Point)
   Rev. Mary McNeal, Faith
   Rev. David Partington, Shallowford
   Rev. Russ Ward, Asheboro First
   Rev. Scott Woodmansee, High Point First

6. The Administrative Commission was authorized to approve all matters relating to the disposition of assets and the transfer of members of the Randolph Presbyterian Church.

Highland Presbyterian Church Loan

Highland Presbyterian Church, Winston-Salem, North Carolina, is one of few churches in Salem Presbytery with more than 500 members. As the church approaches its 50th anniversary in 1999, they look forward to the celebration of a half century of growth for this congregation and the challenge of adapting their facility to meet ever expanding needs. The church is in the midst of a massive renovation program of its Activities and Educational Buildings. In the midst of all this renovation, an ELEVATOR will be installed and several restrooms will be made handicapped accessible. We applaud the church for the attention given to accessibility for all.

ACTION:

7. The application of the Highland Presbyterian Church for a General Assembly Incentive Loan for energy Conservation/Building Accessibility/Asbestos/Lead Paint improvement/new Technology Improvement in the amount of $60,000 for 15 years was approved (Appendix D, pp. 85-88).

WORLDWIDE MINISTRIES CLUSTER

June Woodall, Moderator

The Reverend George Carpenter led the Presbytery in a "Million Dollar Celebration" to recognize Salem Presbytery's having reached and passed the One Million Dollar mark in giving to 2¢-A-Meal/Pennies for Hunger.

GOOD NEWS FROM CHURCHES

The Reverend Sam McGregor, Pastor of Siler City Presbyterian Church, reported the joyous experience of their hosting "Habitat Gypsies", a group of builders who travel in campers to work on Habitat for Humanity projects.

PRESENTATION FROM BARBER SCOTIA COLLEGE

Dr. Sammie Potts, President of Barber Scotia College addressed the Presbytery.

SHALOM CLUSTER

John A. Wilkerson, Jr., Moderator

The Reverend Brian Rummage, Moderator of the Campus Ministry Task Group introduced the campus ministry report. Slides were presented focusing on campus ministry. Students and campus ministers from ASU, UNC-G, Wake Forest, and Salem College spoke.

SERMON BY CANDIDATE FOR ORDINATION

Presbytery heard the sermon entitled, "Risky Worship," preached by Candidate for Ordination Charles Nathaniel Briley, Jr. The text for his sermon was from Isaiah 58:1-9.

EARTH DAY CELEBRATION

The Presbytery moved outdoors where the Reverend Bill Knox led the body in a litany of celebration of Earth Day, after which a tree was planted to commemorate the day and to honor Korean First Presbyterian Church.

LUNCH

Presbytery adjourned at 12:30 p.m. for lunch. Bill Knox led Presbytery in a blessing for lunch.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:15 p.m. and the Reverend George Carpenter led the prayers of Thanksgiving and Intercession and the dedication of the 2¢-A-Meal/Pennies for Hunger Offering.

RESOLUTIONS COMMITTEE

The Reverend Steve Moss, Moderator, presented the report for the Committee.

Presbytery's Council recently received a proposed resolution from member Chris East, with the intent that it be acted upon at this meeting of Presbytery. The resolution was received too late to be included in the packet of advance material for the Presbytery meeting. The resolution is intended, if favorably voted on by Presbytery, to be commended to our Commissioners to the upcoming meeting of the General Assembly in the hope that they might offer it as a Commissioner's Resolution.

By action of Council, the resolution was referred to Presbytery's moderator, for consideration by a special Resolutions Committee, with a report to be made to the Presbytery today. The Committee has met with Chris East, and has chosen to re-write his proposed resolution to provide clarity while remaining true to his original intent. We believe that the enclosed Preamble and Resolution are faithful to that intent, and we therefore offer the enclosed to meet that intended purpose. Mr. East has acknowledged that our version of his proposal does in fact speak to this intended purpose generally in the way that he intended.

The Committee wishes to remind the Presbytery that this is neither the time nor the place to "re-debate" Amendment "B". The denomination has acted, and whether or not we are happy with the action, it is in fact in process of becoming a part of our Constitution. That is a fact. The issue before us today is NOT whether Amendment "B" is right, or is a good idea. The proposed resolution therefore is intended to offer guidance and help to us all in the light of this denominational action.

ACTION:

8. Presbytery adopted the following resolution:

PREAMBLE

Our nation and our church have been embroiled in the difficult and painful decisions relating to how we are to include within our common life those men and women who are homosexual. Further, we are faced with the fact that sexual purity and fidelity in general, are widely ignored and disparaged by our society. This is a subject which has the potential to lead to even harder feelings, further disharmony, and wrenching destructiveness in both church and society.

But the Christian Church must always have a role, by the Grace of Jesus Christ, in the healing of our brokenness; and our Presbyterian branch of the Church has long been a leader in striving to resolve and heal problems of society. Thus it is within both our calling, and our tradition, to offer leadership, and to this end the following resolution is offered for action by this General Assembly.

A RESOLUTION

The Presbyterian Church (USA) proclaims that it is the business of the Church of Jesus Christ to seek solutions to the problems of society in His name, and in the fashion that we believe that our Lord would seek them. We are called to standards of obedience to the Word of God, with all of the demands that this places upon us for faithfulness, compassion, justice, mercy, and love.

Further, the Presbyterian Church (USA) proclaims that, in the spirit of Galatians 3:27-28, our faithfulness and obedience to Jesus Christ are based on, and are to result in, a unity that transcends our various divisions based on other, lesser issues, problems, and situations. This unity is a gift of grace which comes freely to us, especially as we focus on the living Christ. While we may often disagree on many things, even important things, yet our unity in Jesus Christ is foundational, and calls on us to work for reconciliation and healing. Always!

To this end, we commit ourselves, and we call upon our denomination, to refuse to allow the current and painful divisions of belief over practices of human sexuality, to tear us apart. Further, we commit ourselves, and we call upon the people of our denomination, to work for healing and harmony amidst our diversity. That these goals may be made concrete, we call for the following:

1. That, even in our continuing disagreement over this matter, the Church honor the decision that it has made in voting on Amendment "B", in the sincere understanding that the intent of that amendment is to call us to a biblically based sexual morality.

2. That both those who are pleased by, and those who are troubled by, this decision covenant to live peaceably one with another, avoiding divisiveness, welcoming one another within the Church, and recognizing in honest humility that each one of us ultimately depends upon the grace of Jesus Christ. Further, that we covenant to challenge and to hold accountable those who seek to divide the Church on this matter.

3. Finally, and of significant importance, that we are to remember that the rest of the church, and perhaps the world, are watching us, and that how we handle this divisive issue while maintaining our unity as Presbyterian Christians, is a mark of our public witness, and has the potential to make a powerful statement attesting to the reality of the resurrected Christ within our midst. May it be said of us: "See what love these Christians have for one another." To the Glory of God. Amen.

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE
David Kivett, Moderator

The Reverend Dan Wilkers presented the report of the Examinations Committee.

Presbytery proceeded with the examination of candidate Charles Nathaniel Briley, Jr. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

RECEPTION OF CHARLES NATHANIEL BRILEY, JR.

ACTION:

9. Presbytery approved the committee and floor examination and sermon of Charles Nathaniel Briley, Jr.

    a. Charles Nathaniel Briley, Jr. was received and will be ordained by Salem Presbytery on May 11, 1997.

    b. His credo which follows was approved:

    God, the Father, created the world and continues to create within the world. God created humans in God's image. Unfortunately humankind fell and went against the intended image of being faithful and loving toward God. Instead we distanced ourselves from one another and from our Creator, God.

    God became incarnate in Jesus Christ to reconcile humans to God and to one another. Jesus taught us to love God with all of our heart, with all of our soul, and all of our mind, and all our strength, and to love our neighbor as ourselves. Jesus Christ did not become incarnate to be served, but to serve. Christ served all, the oppressed, the sick, the poor, the homeless. Jesus Christ broke down the barriers that humans had built. Jesus Christ came to redeem the world and in return, Christ suffered and was crucified. Redemption took place in that Christ became victorious over death and rose from the dead. Through the life, death and resurrection of Jesus Christ, our sins are forgiven. Hope is alive to all.

    The Holy Spirit enables us to love God with all our heart, soul, and mind; to Love our neighbors and enemies as ourselves; to spread the gospel of Jesus Christ to all those who will listen; to serve others in the name of Christ. The Holy Spirit calls us in community with one another to become a part of Christ's body, the Church.

    c. The following Administrative Commission was approved to ordain Mr. Briley, a Candidate for the Ministry of the Word and Sacrament of Salem Presbytery, so that he might accept the call to serve with St. Luke's Episcopal Church, Atlanta, Georgia, in its community ministry program as a validated ministry in compliance with Book of Order G-11.0403. Following his ordination he is granted permission to labor outside the bounds of Salem Presbytery at this work for a period of one year.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jeannette Rodenbough	Preside and Propound the Constitutional Questions	Minister
Harry Hannah (Guest)	Preach the Sermon	Minister
Paul Ridolfi	Charge the Minister	Minister
David Bradley	Charge the Congregation	Elder
Mary Briley (guest)	Lead in Worship	Elder
Luella Graves	Lead in Worship	Elder
Linda Blessing	Prayer of Ordination	Minister

    d. Mr. Briley was instructed to sign the obligation required of a minister to be enrolled in Salem Presbytery.

Presbytery proceeded with the committee and floor examination of C. Drayton Cooper and Cynthia Douglas Keever. They have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF C. DRAYTON COOPER

ACTION:

10. Salem Presbytery approved the committee and floor examination of C. Drayton Cooper in accordance with Book of Order G-11.0402.

    a. The Reverend C. Drayton Cooper was received from the Presbytery of Western North Carolina so that he may accept the call to be Interim Pastor of Forest Hills Presbyterian Church, High Point, North Carolina, for one year effective April 1, 1997.

    b. His credo which follows was approved:

My personal beliefs are centered around the historic traditions of Reformed theology; I believe in the sovereignty of God, in Jesus Christ as savior, and in the Holy Spirit as strengthener, confirmer and daily presence in my life.

I was born into a family whose roots are very deep in Presbyterianism. My father, his father, and his father, and as far back as our genealogy can be traced, were all Ruling or Teaching Elders in the Presbyterian Church. There was no escaping the inexorable fact that when I was six months old, I would be baptized. And so, I was, and as I grew up, it was also as certain that I would learn and recite the Catechisms (which, I must confess, had little meaning for me then).

And just as certainly, the vows made on my behalf by my parents would be confirmed when I was 12 years old when my public profession of faith was made and I became a communing member of the First Presbyterian Church of Sumter, South Carolina. During my teen-aged years, I continued to follow the pattern set in my family by becoming active in the life and worship of my home church.

It was not a huge leap, then, when, during my college years, I began to think that the career path I had chosen for myself just might not be what I should be pursuing, and I started listening to an inner voice that seemed to be directing me in another direction. When I was a junior in college, I decided that, indeed, God was calling me, and it was into the ministry, not into broadcasting and journalism as I had at first thought.

In the years that followed, my faith continued to remain much more an academic one than a personal, vital one. There have been several turning points in my life; one when I was around 32 years old, in my second pastorate, another when I was in my early 40's, again in my late 40's, and then, most recently, just three years ago. At each one of these junctures, I was forced by what I can say now was the Holy Spirit's intervention to re-examine my faith in the light of life's circumstances.

In the first of these, I had to look carefully at what the love of God I had been preaching about really meant in the lives of people; the second time, I was brought face-to-face with having to deal with the consequences of my own sin and inadequacy; the third time I was confronted with the validity of my call to ministry; and the most recent one caused me to come to terms with forgiveness, loyalty to my church and its system, and, most important of all, my trust in God's providence.

Because of these experiences, my faith is far deeper, more meaningful, and surely more alive, than it has ever been before. Some of the words of the Catechism I learned over 50 years ago are now much more than rote memorization; the fact that I am a sinner, in daily need of God's Grace, is a real presence in my life; that I must learn to, and strive to, and try to want to, forgive others because God, in Christ, has forgiven me, now means something to me; and that, with all its faults, our system of polity is crafted carefully to work as our Presbyterian ancestors believed it could, and would, if we trust it to; that God's work of Providence, indeed, are His most holy, wise and powerful preserving and governing all His creatures and all their actions!

My journey of life has been filled with interesting, challenging, at times painful, at times blissful, curves, hills, valleys and vistas; but it has been, and I am convinced, will continue to be, one in which the Risen Lord will walk with me day by day.

c. Mr. Cooper was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

RECEPTION OF CYNTHIA DOUGLAS KEEVER

ACTION:

11. Salem Presbytery approved the committee and floor examinations of Cynthia Douglas Keever in accordance with Book of Order G-11.0402.

a. The Reverend Cynthia Douglas Keever was received from the Presbytery of Lake Michigan as a Member-at-Large, and her ministry as Director of the Library at Hood Theological Seminary, Salisbury, North Carolina, was validated as a ministry beyond the jurisdiction of the Church in accordance with G-11.0411.

b. Her credo which follows was approved:

I believe in the living God who acts through and upon creation. God reveals Godself to us in many and various ways, but principally through the history of Israel and more so in the life, ministry, death, and resurrection of Jesus the Christ. It is beyond the ability of human beings, on our own, to completely comprehend this God. Through God's acts of revelation, however, we have come to know God as holy, eternal, righteous, loving, and just.

I believe that in Jesus Christ of Nazareth, God supremely revealed Godself to us as one whose love for us knows no measures and has no limit. In Jesus, God dwelled among us and fully identified with us, teaching us what God is, who we are, and what God has made all humans to be. Through His death and resurrection, God has triumphed over evil, sin, and death, reconciling an estranged and sinful humanity to God.

I believe that the Holy Spirit, which emanates from God, is God's personal and powerful presence in the world. The Holy Spirit calls forth faith, reminds us of Christ's work on our behalf, and unites us with God and one another in communities of faith. The Holy Spirit is God's chief agent in the world, calling us to acts of love and justice.

I believe that human beings are created in the image of God with the capacity to love, to judge between good and evil, to choose, and to create. The choice of our way rather than God's has created estrangement between God and ourselves. We are in great need of salvation, but we cannot overcome this estrangement through our own efforts. By dying for our sins, God has freed us from sin's power and guilt.

I believe that the church is the forgiven and forgiving community of persons who acknowledge Jesus Christ as Lord, who faithfully preach the Word of God and administer the sacraments: baptism and the Lord's Supper. These sacraments are "outward and visible sings of inward and spiritual grace." Through baptism, the believer is initiated into the covenant community. Through the Lord's Supper, the believing community remembers the work of Christ, gives thanks for God's many acts of grace (especially God's redemptive grace through Jesus Christ), communes with God and one another, and anticipates feasting at the heavenly banquet. Christ's presence within the community of believers makes these sacramental acts effective.

I believe that the Bible is the written word of God and that through it the living Word becomes manifest. Though inspired by God, the Bible was written by humans and reflects the limitations, concerns, and life situations of its authors. Despite its various languages and forms, it is the one book common to believers everywhere and is the norm for the church's beliefs, practice, and witness.

I believe that the God who created the world and makes redemption possible encompasses eternity. God's purpose for human's history is being fulfilled, and God provides an abiding place for those whom God has redeemed. I look forward in hope to the fulfillment of all things in God and to dwelling in God's presence forever.

c. Ms. Keever was instructed to sign the obligations required of a minister to be enrolled in Salem Presbytery.

MINISTRY CLUSTER

COMMITTEE ON MINISTRY

Jim Rissmiller & Hervey Martin, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Concord Presbyterian Church, Statesville, North Carolina, in securing The Reverend Reid Montgomery to serve as Interim Pastor for a period from February 1, 1997, to January 31, 1998.

2. Concurred with the action of the Session of John Calvin Presbyterian Church, Salisbury, North Carolina, in securing The Reverend Malcolm Bullock to serve as Interim Pastor for a six-month period from March 1, 1997, to August 31, 1997.

3. Concurred with the action of the Session of Shiloh Presbyterian Church, Burlington, North Carolina, in securing The Reverend Kurt Johnston to serve as Interim Pastor for a one-year period from January 1, 1997, to December 31, 1997.

4. Concurred with the action of the Session of Hills Presbyterian Church, Pilot Mountain, North Carolina, in securing The Reverend Linda Blessing to serve as Interim Pastor for a three-month period from January 1, 1997, to March 31, 1997.

5. Concurred with the action of the Session of Forest Hills Presbyterian Church, High Point, North Carolina, in securing The Reverend Clarence Drayton Cooper, a member of Western North Carolina Presbytery, to serve as Interim Pastor for a one-year period from April 1, 1997, to March 31, 1998.

6. Concurred with the action of the Session of Hawfields Presbyterian Church, Mebane, North Carolina, in securing The Reverend Angus McGregor to serve as Interim Pastor for a one-year period from June 1, 1997, to May 31, 1998.

TRIENNIAL VISITATIONS FOR 1997

7. Triennial Visitations for 1997 have been reported (Appendix E, p. 89).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

MINISTER TRANSFERRING TO ANOTHER PRESBYTERY

1. The Reverend William Jones was transferred from Salem Presbytery to Charlotte Presbytery to accept a call to the Henderson Grove Presbyterian Church of Mint Hill, North Carolina, effective February 1, 1997.

DISSOLUTION OF RELATIONSHIPS

2. Dissolved the Pastoral relationship between The Reverend William Jones and the Reid Memorial Presbyterian Church, Mooresville, North Carolina, effective January 31, 1997.

3. Dissolved the Pastoral relationship between The Reverend A. B. Plexico and the Hawfields Presbyterian Church, Mebane, North Carolina, effective April 30, 1997, so that he might be retired.

4. Dissolved the Pastoral relationship between The Reverend Leland A. Richardson and the First Presbyterian Church, Mocksville, North Carolina, effective June 30, 1997, so that he might be retired.

5. Dissolved the Associate Pastor relationship between The Reverend Barbara E. Dua and the First Presbyterian Church, Greensboro, North Carolina, effective March 23, 1997; and approved her work as Associate Director of Women's Ministry to be a validated ministry in compliance with G-11.0403 and under the jurisdiction of this church (G-11.0410) in service as a staff member of the General Assembly.

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

6. Granted permission for The Reverend George Wright, a member of Pittsburgh Presbytery, to labor inside the bounds of Salem Presbytery for a one-year period, beginning February 23, 1997, so that he might serve as a supply pastor as needed.

7. Granted permission for The Reverend Clarence Drayton Cooper, a member of Western North Carolina Presbytery, to labor inside the bounds of Salem Presbytery while serving as Interim Pastor of the Forest Hills Presbyterian Church, High Point, North Carolina, or until such time as he becomes a member of Salem Presbytery.

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

8. Granted permission for The Reverend Reid Montgomery to labor outside the bounds of Salem Presbytery while serving on the faculty at UNC-C.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

COMMISSIONING OF LAY PASTOR

ACTION:

12. Presbytery concurred with the recommendation of the Committee on Ministry that the person listed below be commissioned to lead worship and preach the Gospel as a Commissioned Lay Pastor within the churches of Salem Presbytery for a period of three years (G-14.0516), beginning April 27, 1997.

Mr. Steven L. Braxton

MINISTER MOVING WITHIN SALEM PRESBYTERY

ACTION:

13. The call of the Graham Presbyterian Church, Graham, North Carolina, to The Reverend Lou McAlister East, a member of Salem Presbytery, to serve as Associate Pastor, was found to be in order and the terms of call (printed below) were approved; and the call was placed in her hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the *Book of Order* (G-11.0502 g) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date was February 17, 1997.

Salary	$19,800.00
Housing Allowance	6,510.00
Automobile Reimbursement	3,100.00
Education/Book Reimbursement	750.00
Board of Pensions	6,788.00

Four weeks vacation   Two weeks study leave

The following Administrative Commission was approved to install The Reverend Lou McAlister East at Graham Presbyterian Church, Graham, North Carolina, on April 27, 1997, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
William Weckerly	Preside & Propound the Constitutional Questions	Minister
Dale Walker	Preach the Sermon	Minister
Chris East	Charge the Minister	Minister
Angus McGregor	Charge the Congregation	Minister
Cindy Higgins	Lead in Worship	Minister
George Turner	Lead in Worship	Elder
Anna Phillips	Lead in Worship	Elder
Linda Mason	Lead in Worship	Elder
Jerry Taylor	Prayer of Installation	Elder

HONORABLE RETIREMENTS

ACTIONS:

14. Presbytery concurred with the request of The Reverend A. B. Plexico to be honorably retired effective April 30, 1997, and a retirement service will be held at the meeting of Presbytery on July 18-19, 1997.

15. Presbytery concurred with the request of The Reverend Leland A. Richardson to be honorably retired effective June 30, 1997, and a retirement service will be held at the meeting of Presbytery on October 21, 1997.

16. Presbytery concurred with the request of The Reverend Adlai Boyd to be honorably retired effective August 1, 1997.

D. RECOMMENDATION FOR THE ACTION OF PRESBYTERY TO BE LISTED IN THE OMNIBUS MOTION

MODERATOR OF SESSIONS

17. The Reverend James Mauldin was appointed Moderator of Session for the Collinstown Presbyterian Church, Westfield, North Carolina.

18. The Reverend Grant Sharp was appointed Moderator of Session for the Tabor Presbyterian Church, Olin, North Carolina.

19. The Reverend Murv' Gardiner was appointed Moderator of Session for the Reid Memorial Presbyterian Church, Mooresville, North Carolina.

20. The Reverend Joe L. Spears was appointed Moderator of Session for the Freedom Presbyterian Church, Statesville, North Carolina.

21. The Reverend Laura M. Spangler was appointed Moderator of Session for the Lloyd Presbyterian Church, Winston-Salem, North Carolina.

STATED SUPPLY RELATIONSHIPS

ACTIONS:

22. The Reverend Worth Watts was appointed as Stated Supply at the Trinity Presbyterian Church, Elon College, North Carolina, for a one-year period from February 1, 1997, through January 31, 1998.

23. The Reverend Marie Reed was renewed as Stated Supply at the Yanceyville Presbyterian Church, Yanceyville, North Carolina, for a one-year period from March 1, 1997, through February 28, 1998.

24. The Reverend James Mitcham was renewed as Stated Supply at the Shady Side Presbyterian Church, Lexington, North Carolina, for a one-year period from January 1, 1997, through December 31, 1997.

25. The Reverend James Banbury was renewed as Stated Supply at the Yadkinville Presbyterian Church, Yadkinville, North Carolina, for a one-year period from January 1, 1997, through December 31, 1997.

EXCUSE FROM ROTATION OF OFFICERS

ACTION:

26. Presbytery concurred with the request of the Congregation of the Freedom Presbyterian Church, Statesville, North Carolina, to be excused from rotation of officers for a period of three years, beginning January 1, 1997.

CHANGES IN TERMS OF CALL

27. The 1997 Changes in Terms of Call provided for Presbytery was approved as the record of Salem Presbytery (Appendix E. pp, 90-105).

28. Presbytery reconsidered the Omnibus Motion, removed #5 and re-approved the Omnibus Motion.

NOMINATING COMMITTEE REPORT

Sam McGregor, Moderator

ACTION:

29. Salem Presbytery elected the following persons to fill vacancies in the structure as stated:

Denominational Commitment Function Group

Ms. Jonnette Powell	(Spencer)
Mr. Harold Wingert	(Winston-Salem First)

Personnel Function Group

Mr. Ed Brenegar	(Winston-Salem First)
Ms. Debbie Coles	(Beulah)
Mr. Harold Matthews	(Eden First)
Rev. Carter Shelley	(Member-at-Large)

Ministry Cluster

Examinations

Ms. Beverly Coppley	(Statesville First)	Class of 1999

Permanent Judicial Commission

Rev. Catherine Reed	(Retired)	Class of 2002

Shalom Cluster

Rev. Perry Griffin	(Mt. Vernon/Mocksville Second)	Class of 1999

ACTION:

30. The following persons were elected Commissioners to the Synod of the Mid-Atlantic Meeting July 17-19, 1997, at Roanoke College, Roanoke, Virginia:

Minister Commissioners:

Rev. Virginia Cowfer	(Member-at-Large)
Rev. Murv' Gardiner	(Beulah/Wilkes Chapel)
Rev. Bill MacDonald	(Winston-Salem First)
Rev. Mary McNeal	(Faith)

Elder Commissioners:

Ms. Debbie Coles	(Beulah)
Mr. Alvis McAlexander	(Flat Rock)
Ms. Jane Miller	(Asheboro First)
Ms. Jonnette Powell	(Spencer)

Youth Advisory Delegate:

Mr. Aaron Collier	(North Wilkesboro)

ACTION:

31. The following person was elected Salem Presbytery's Youth Advisory Delegate to the General Assembly June 14-21, 1997, in Syracuse, New York:

Mr. Kavin Rowe	(Greensboro First)

The following members of Salem Presbytery are serving on the Synod of the Mid-Atlantic Committees:

Council	Mr. Robert Rush	(High Point St. Paul)
Campus Ministry	Rev. Ann Jahnes	(Campus Minister-UNC-G)
Evangelism	Rev. Bill Hayes	(Smyma/Wentworth)
Partnership	Rev. Jonathan Freeman	(Springwood)
Nominating	Ms. Jane Miller	(Asheboro First)
Representation	Rev. E. B. Freeman	(High Point St. Paul)
Youth Council	Ms. Ragan Jones	(Mocksville First)
Committee on Self Development of People, Chair	Dr. John Edwards	(Greensboro First)
Career and Personal Counseling Center	Dr. John Handley	(Presbytery Executive)
Synod Council and Budget Committee	Mr. Fred Ward	(Parkway)

If you have any questions about the Nominating Committee or its process or would like to serve in some capacity in the Presbytery or know someone else who might like to serve, please call a member of the Nominating Committee:

Rev. Sam McGregor	Siler City	919-742-2445 (H)
Ms. Pat Smith	Eden First	910-623-8563 (H)
Mr. John Barney	Church of the Covenant	910-299-7800 (H)
Mr. Alvis McAlexander	Flat Rock	910-786-6235 (H)
Mr. Green Isaac	Mocksville Second	704-634-2314 (H)
Rev. Joe Spears	Mt. Tabor/Cameron	704-537-0168 (H)
Rev. Katy Reed	Retired	910-723-5081 (H)
Ms. Margaret Marks	Calvary	704-872-3241 (H)
Mr. Jim Price	Winston-Salem First	910-998-0164 (H)
Mr. Robert Gilchrist	Shady Side	910-357-2612 (H)
Rev. Ruth Lenger	Spencer	704-638-0623 (H)
Ms. Jane Miller	Asheboro First	910-625-3603 (H)
Ms. Debbie Coles	Beulah	910-667-1854 (H)
Mr. Ed Mack	Greensboro First	910-288-0934 (H)

REPORT OF THE STATED CLERK

SALEM PRESBYTERY ANNUAL STATISTICAL REPORT FROM MEMBER CHURCHES

Year Ending December 31, 1996

138 churches reported statistical information for the year ending December 31, 1996.

The following churches made no report:

Bethany (Statesville)
Cleveland
***Clio
Centre
Concord
Dellabrook
*Ebenezer
El Bethel
Glendale Springs
Glenwood
Hope View
*Oakview
**Peak Creek
**Pine Hall
*Red House
Reidsville First
***Southminster

* No report for 1993, 1994, 1995, and 1996
** No report for 1994, 1995, and 1996
*** No report for 1995 and 1996

MEMBERSHIP

Active Members	**36,494**

Gains	
Profession of Faith	
17 & Under	441
18 & Over	444
Certificate	956
Other	100
Total Gains	1,941

Losses	
Certificate	586
Death	465
Other	764
Total Losses	1,815

NET GAINS	126

Baptisms	
Infant	423
Adult	131

FINANCES

These figures represent the total receipts and expenditures of the 138 (of 155) congregations who reported to Salem Presbytery for 1996.

Receipts		
Contributions	$21,408,153	
Capital & Building Funds	5,029,073	
Investments Income	1,465,452	
Bequests	684,992	
Other Income	1,788,308	
Subsidy	156,457	
Bicentennial	36,332	
Total Receipts		$30,568,767
Expenditures		
Local Program	$19,383,023	
Local Mission	1,776,329	
Capital Expenditures	3,637,143	
Investments	927,774	
Validated Mission	2,053,098	
Theological Education	127,605	
Other Mission	305,496	
Bicentennial Disb.	130,704	
Total Expenditures		$28,341,172

LATEST TALLY ON CONSTITUTIONAL AMENDMENTS B AND C:

Amendment B - "Fidelity and Chastity"

For - 89 Against - 67 PASSED

Amendment C - COCU

For - 58 Against - 85 (+ 2 no action) FAILED

See the Correspondence (page 4.2) for an invitation to participate in the Sunday morning worship at the General Assembly Meeting in Charlotte, June 14, 1998.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Fourth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Patricia Stewart at 3:00 p.m. The next Stated Meeting will be held on Friday and Saturday, July 18-19, 1997, at Little Joe's Presbyterian Church, Barium Springs, North Carolina.

Attested:

John M. Handley

John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-FOURTH STATED MEETING
KOREAN FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

April 22, 1997

Name Tag Color Code:

Elder Commissioner	yellow dot
Minister	green dot
Christian Educator	red dot
Presbytery Staff	blue dot
Visitor	no dot

***Denotes Order of the Day**
Numbers in partheses ( ) correspond to numbers in Packet materials

8:00 a.m.		REGISTRATION	
8:30		"GIG" (Good Ideas for Growth)	
***9:00**		**CALL TO ORDER**	*Moderator Pat Stewart*
	(1.)	**WORSHIP/COMMUNION**	
		Preacher: The Reverend Lou McAlister East	
		Reading of Necrology	
9:45		ORGANIZATION OF PRESBYTERY	*Moderator Pat Stewart*
		Quorum	
	(2.)	Docket	*Mack Dagenhart*
	(3.)	Omnibus Motion	*Mack Dagenhart*
		Welcome	*Jae Chung*
		Moderator's Welcome to any corresponding members present and elders attending Presbytery for the first time	
		Greeting from Ecumenical Visitor The Reverend Kwang Tae Kim, Pastor Korean United Methodist Church	
	(4.)	Communications	*John Handley*
10:00	**(5.)**	COUNCIL CLUSTER	*Mack Dagenhart*
10:20	**(6.)**	CHURCH GROWTH & ENRICHMENT CLUSTER	*Fred Coates*
10:35	**(7.)**	WORLDWIDE MINISTRIES CLUSTER Million Dollar Celebration!	*George Carpenter*
10:45		GOOD NEWS FROM SILER CITY CHURCH	*Sam McGregor*

***10:50**		**BARBER SCOTIA COLLEGE** **Dr. Sammie Potts, President**	
11:05	**(8.)**	SHALOM CLUSTER - Campus Ministry	*Brian Rummage*
***11:55**		**ORDINAND PREACHING** **Charles Nathaniel Briley, Jr.**	
***12:15**	**(10.)**	**EARTH DAY CELEBRATION**	*Bill Knox*
***12:30**		**LUNCH**	
1:15		PRAYERS OF THANKSGIVING/INTERCESSION DEDICATION OF 2¢/PENNIES	
1:20		RESOLUTION COMMITTEE	
1:45		MINISTRY CLUSTER	
	(11.)	Examinations Committee Charles Nathaniel Briley, Jr. C. Drayton Cooper Cynthia Douglas Keever	*Dan Wilkers*
	(12.)	Committee on Ministry	*Hervey Martin*
2:40	**(13.)**	NOMINATING COMMITTEE	*Sam McGregor*
2:50	**(14.)**	STATED CLERK REPORT	*John Handley*
2:55		ADJOURNMENT AND BENEDICTION	

Reports for Information

(15.) Churches Currently Seeking Pastors
(16.) Committee on Preparation for Ministry

Announcements

(17.) Questionnaire for Churches in the Synod of the Mid-Atlantic
(18.) Presbyterian Youth Connection
(19.) Presbyterian Peacemaking Conference

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
April 22, 1997

A. Supporting information on minister changes:

1. From other presbyteries

   - C. Drayton Cooper - Interim Pastor, Forest Hills - from Presbytery of Western North Carolina
     - Certificate of Dismissal (pending)

   - Cynthia Douglas Keever - from Presbytery of Lake Michigan
     - Certificate of Dismissal (pending)

2. Within Salem Presbytery

   - Charles Nathaniel Briley, Jr. - Salem Candidate
     - Ordination Commission

   - Lou McAlister East - Assoc. Pastor, Graham
     - Call Forms
     - Installation Commission

3. Honorable Retirement

   - Leland Autry Richardson - June 30, 1997

B. Minutes of Ordination/Installation Commissions

1. William Reid Dalton, III
2. James H. Foil, Jr.

Reference: Ministry Cluster

C. Letter from Bethel Presbyterian Church Session reporting that a congregational meeting is called for a vote to be taken to exempt Bethel from the Elder election requirement of the Book of Order G-14.0202(1).

Reference: State Clerk

D. Invitation from the Presbytery of Charlotte for all North and South Carolina churches to participate in the Sunday morning worship on June 14, 1998, at 10:00 a.m. at the Charlotte Coliseum when the General Assembly meets there June 13-19, 1998 (see attached letter).

Reference: Information

APPENDIX C

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF WILLIAM REID DALTON, III
AS PASTOR OF BETHESDA PRESBYTERIAN CHURCH, RUFFIN

The Commission appointed by Salem Presbytery to install William Reid Dalton, III, as Pastor of Bethesda Presbyterian Church, Ruffin, NC, met at Bethesda Church December 15, 1996, at 3:30 p.m. The meeting was called to order by Rick Wurst. The prayer was offered by Bob Wells. The following members were present: Ministers Bob Wells, Brad Long, Rick Wurst; Elders Carolyn Harrelson, Pat Morgan, Nancy Pritchett, Mary Ann Kunze. Rick Wurst was elected Moderator and Rick Wurst, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Z. Bradford Long preached the sermon using as his text Ephesians 4:1-16. Rick Wurst propounded the constitutional questions to the minister. Nancy Pritchett offered the prayer of installation. William Reid Dalton, III was declared duly installed as Pastor of Bethesda Presbyterian Church (Ruffin) according to the Constitution of the Presbyterian Church)U.S.A.). Carolyn Harrelson charged the Pastor, and Robert Wells charged the congregation.

William Reid Dalton, III, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Brad Long.

INSTALLATION OF JAMES H. FOIL, JR.
AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, SALISBURY

The Commission appointed by Salem Presbytery to install James H. Foil, Jr. as Associate Pastor of First Presbyterian Church, Salisbury, NC, met at First Presbyterian Church February 2, 1997, at 10:30 a.m. The meeting was called to order by Grant M. Sharp. The prayer was offered by Grant M. Sharp. The following members were present: Ministers Grant M. Sharp, Malcolm M. Bullock, Robert M. Lewis, Norris Fellows; Elders David B. Jordan, Annie Bates, James H. Foil, Sr., and Frank Fuller, Jr. Grant M. Sharp was elected Moderator, and Frank W. Fuller, Jr., Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Robert M. Lewis preached the sermon entitled, "Where There Is No Vision, the People Perish: Gathered to Greatness." Grant M. Sharp propounded the constitutional questions to the minister. Annie Bates offered the prayer of installation. James H. Foil, Jr. was duly installed as Associate Pastor of First Presbyterian Church, Salisbury, NC, according to the Constitution of the Presbyterian Church (U.S. A.). David B. Jordan charged the Pastor, and Malcolm M. Bullock charged the congregation.

James H. Foil, Jr., the new ly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed the meeting with prayer by Malcolm M. Bullock.

APPENDIX D

Received by GA Church Loan Program: ____________________

FORM IX
APPLICATION FOR GENERAL ASSEMBLY INCENTIVE LOAN FOR
ENERGY CONSERVATION/BUILDING ACCESSIBILITY/ASBESTOS/LEAD PAINT IMPROVEMENT
NEW TECHNOLOGY IMPROVEMENT

PROJECT IDENTIFICATION

Synod Mid-Atlantic Presbytery Salem

Name of Church Highland PIN 21067

Street Address 2380 Cloverdale Avenue City/State Winston-Salem, NC Zip Code 27103

Titleholder (exact corporate name): Highland Presbyterian Church, Winston-Salem, North Carolina-Presbyterian Church (USA)

Church or project was formerly known as: n/a

in ____________ Presbytery ____________ Synod ____________

Type of Church: Urban XX; Suburban ___; Rural/Small Town ___; Ecumenical(Federated,Union) ___;

African-American ___; Asian ___; Caucasian XX; Hispanic ___; Native American ___.

Proposed project is for improvements to: ___Sanctuary; XX Ed. Bldg.; XX Multi-Purpose Unit; ___Manse; ___Other

(specify): ____________

Building Accessibility

___Ramp installation

XX Elevator installation

XX Restroom Modification

___Parking for disabled

___Curb Cuts

___Illumination/sound system modification

___Other (specify)

Energy Conservation

___Solar System

Type: ________

XX Modification/replacement of existing heating system

___Weather stripping, caulking, storm windows/doors, thermal shutters/insulation

___Other (specify)

Technology Improvement

XX Computers

___Fax Machines

___Copy Machines

XX Message Machine/Auto Dialers

___Other (specify)

Telephone system

Asbestos Improvement

XX Removal

___Re-wrapping

___Other (specify)

Lead Paint Improvement

___Removal of lead paint

___Repaint facility

___Other (specify)

Required attachments:
(1) Current church operating budget.
(2) Written description indicating how this project improves the church building. Include applicable descriptive drawings of the proposed work and a breakdo
of the estimated cost.
(3) Copy of contractors estimates.

Pastor Stephen P. McCutchan Phone 910 724-6303 At this church since 1983

Clerk of Session Esther Preston Residence address 1230 Meade Lane, Winston-Salem, NC 27

Phone 910 765-0719

Presbytery/Synod staff liaison person: Willie D. Garvin

Title Presbytery Associate Finance/Business Affairs/Treasurer Phone ( ) 910-766-3393

Mail completed form to: General Assembly Church Loan Program
National Ministries Division
Evangelism and Church Development, Room 3615A
100 Witherspoon Street, Louisville, KY 40202-1396

4/95

SECTION A: Church Statistical & Fiscal Information

1. Communicant church membership and average attendance at Sunday Worship Services for the past 3 years:

	19 96	19 95	19 94
Membership	810	811	828
Attendance	350	350	340

2. Fiscal Data

Budget Review for the past 3 years:

	19 96	19 95	19 94
Mission Giving to Presbytery,Synod,GA	59,221	62,811	102,836**
Other Mission Giving	82,859	61,703	70,157
Congregational Program Expense	416,187	383,238	391,590
Other	15,061		
Subtotal:Expenses	573,328	507,752	564.583
Building Fund Expenditures	69,575		36.340
GRAND TOTAL	642,903	507,752	600,923

**includes Bicentennial

3. Church Building Fund Campaign:

3-year campaign XX; 2-year campaign ___; 1 year-campaign ___;

Pledge period: from (date) 1/1/97 to (date) 12/31/99

Total amount pledged: $ 1,101,000

Actual amount received: $ 323,750

Number of resident families 475 Number of pledge units to church building 345

Average pledge per family (entire pledge period) $3,191

Campaign directed by Church Financial Campaign Service, Churchwide Partnership, National Ministries Division

____yes XX no Name of director ________

If no, name director Bush and Holderness

Do you have an active followup program? Yes

What future Building Fund Campaigns is the congregation committed to? none

Dates: from ____ to ____; from ____ to ____

If no building fund campaign was conducted, identify sources of funds that will be used for debt retirement.

4. Mortgage Data and Repayment Schedule Projection

Existing Capital Loans

Lender	Orig. Amount	Unpaid Balance	Monthly Pymt.	Maturity Date
TOTALS:		$	$	

Projected New Loans

Lender	Amount	Anticipated Interest Rate	Years	Monthly Payment	Maturity Date
Wachovia Bank	890,000	Prime -0.5%	10	3 years interest only then 84 payments based on outstanding loan amount	2/10/2007
TOTALS:	$ 890,000			$	

SECTION B: FINANCIAL PLAN

COST OF PROJECT (should reflect the larger project cost if the modification is part of construction or renovation)

Construction to begin (date) 3/3/97

1. Construction Contract (check one: XX estimated ___ firm)	$ 799,173	(1)
2. Architect's fees and costs Other project costs	$ 35.165	(2)
3. ~~Contingencies~~ (20% of construction contract is recommended)	$ 115,662	(3)
TOTAL ESTIMATED PROJECT COST:	$ 950,000	(4)

RESOURCES

Local Resources

1. Unborrowed cash on hand at the present time	$ 323,750	(1)
2. Additional unborrowed income from other sources to be received between now and execution of contract. Specify source: ________	$	(2)
3. Cash already expended on the project but not included in 1 or 2	$ 47,034	(3)
4. Presbytery grant	$	(4)
5. Synod grant	$	(5)
6. Presbytery loan: ___ years @ ___ % interest	$	(6)
7. Synod loan: ___ years @ ___ % interest	$	(7)
8. Commercial loan: 10 years @ 7.75 % interest (Prime -1/2%)	$ 890,000	(8)
9. Other (specify) ________	$	(9)
10. Sub-Total local resources:	$	(10)
11. General Assembly Incentive Loan requested to complete project	$ 60,000 (negotiable)	(11)

Term (number of years) requested (see page 2 for maximums): 15 yrs. (negotiable)

GRAND TOTAL RESOURCES: (equal to "TOTAL COST" line 4)	$ 950,000	(12)

TRIENNIAL VISITATIONS FOR 1997

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Westminster	3	Greensboro	1/19/97	Russ Ward

Changes in Terms of Call for 1997:

NAME:	CHURCH:	LOCATION:
Philip Beck	Memorial	Greensboro

20553.00	Salary	PROVIDED	Pension/Medical
	Social Security	700.00	Continuing Ed.
3100.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		Dental Insurance
MANSE	Tax Des.	867.40	
		4 weeks	Vacation
		2 weeks	Study Leave
23653.00	Total Salary	2	Years in Position

NAME:	CHURCH:	LOCATION:
Jesse Bledsoe	First	Pilot Mountain

27358.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3060.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
30418.00	Total Salary	8	Years in Position

NAME:	CHURCH:	LOCATION:
Ron Bowie	First	Boone

15588.00	Salary	PROVIDED	Pension/Medical
	Social Security	550.00	Continuing Ed.
30000.00	Housing All.	5300.00	Auto. Expense
	Fur. & Util. Allow.		MEDICAL/DENTAL REIM.
	Tax Des.	1950.00	
		4 weeks	Vacation
		2 weeks	Study Leave
45588.00	Total Salary	3	Years in Position

NAME:	CHURCH:	LOCATION:
Robert (Bob) Cleveland	Pittsboro / 50% time	Pittsboro

8448.00	Salary	PROVIDED	Pension/Medical
	Social Security	375.00	Continuing Ed.
7327.00	Housing All.	1550.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
15775.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
William	Dalton, III	Bethesda-Designated	Ruffin

3461.00	Salary	3989	Pension/Medical
	Social Security	750.00	Continuing Ed.
3300.00	Housing All.	1000.00	Auto. Expense
3000.00	Fur. & Util. Allow. Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
9761.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Dale	Davidson	Church of the Cross	Greensboro, NC

11897.00	Salary		Pension/Medical
	Social Security	400.00	Continuing Ed.
3600.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow. Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
15497.00	Total Salary	3	Years in Position

Franklin	Dew	New Creation Comm.	Greensboro

25275.00	Salary	PROVIDED	Pension/Medical
	Social Security	600.00	Continuing Ed.
10574.00	Housing All.	1500.00	Auto. Expense
	Fur. & Util. Allow. Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
35849.00	Total Salary	11	Years in Position

NAME:		CHURCH:	LOCATION:
Barbara	Dua	First	Greensboro, NC

30900.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
20600.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow. Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
51500.00	Total Salary	7	Years in Position

NAME:	CHURCH:	LOCATION:
Christopher East	Buffalo	Greensboro

44835.16	Salary	PROVIDED	Pension/Medical
	Social Security	1000.00	Continuing Ed.
	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
44835.16	Total Salary	10	Years in Position

NAME:	CHURCH:	LOCATION:
Stewart Ellis	Trinity - 3/4 time	Winston-Salem

24437.00	Salary	PROVIDED	Pension/Medical
2860.00	Social Security	566.00	Continuing Ed.
4326.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		Annuity/Health Ins.
MANSE	Tax Des.	11271.00	
	Book Allowance	4 weeks	Vacation
206.00		2 weeks	Study Leave
31829.00	Total Salary	6	Years in Position

NAME:	CHURCH:	LOCATION:
Bruce Feltrup-Exum	First Presbyterian	Asheboro

24000.00	Salary	PROVIDED	Pension/Medical
2922.00	Social Security	1000.00	Continuing Ed.
14146.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
41068.00	Total Salary	0	Years in Position

NAME:	CHURCH:	LOCATION:
Carol Fisher	Hawfields	Mebane, NC

11974.00	Salary	PROVIDED	Pension/Medical
	Social Security	850.00	Continuing Ed.
16524.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
28498.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Jonathan	Freeman	Springwood	Whitsett

19000.00	Salary	PROVIDED	Pension/Medical
	Social Security	830.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
22000.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Elijah	Freeman, Jr.	St. Paul	High Point

20600.00	Salary	PROVIDED	Pension/Medical
	Social Security	700.00	Continuing Ed.
6510.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27110.00	Total Salary	9	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Gant, Jr.	Alamance	Greensboro, NC

21055.00	Salary	PROVIDED	Pension/Medical
	Social Security	1150.00	Continuing Ed.
10000.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		403(b) Pension/TSA
	Tax Des.	3600.00	
		4 weeks	Vacation
		2 weeks	Study Leave
31055.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Goforth	Cooleemee	Cooleemee

20600.00	Salary	PROVIDED	Pension/Medical
	Social Security	700.00	Continuing Ed.
4200.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
24800.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
Perry	Griffin	Mt. Vernon/Mcksv.2nd	Woodleaf/Mocksville

19000.00	Salary	9100.00	Pension/Medical
	Social Security	1000.00	Continuing Ed.
6000.00	Housing All.	2400.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
25000.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
J.	Hall	Fairmont	Lexington, NC

24390.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
8000.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
32390.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
William	Hayes	Wentworth Pres.	Wentworth

17820.00	Salary	Provided	Pension/Medical
	Social Security	375.00	Continuing Ed.
5346.00	Housing All.	1800.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE (YOKE)	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23166.00	Total Salary	12	Years in Position

NAME:		CHURCH:	LOCATION:
David	Heil	North Wilkesboro	North Wilkesboro

19143.00	Salary	PROVIDED	Pension/Medical
	Social Security	900.00	Continuing Ed.
20706.00	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
39849.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Margret	Henderson	Highland	Winston-Salem

27114.00	Salary	PROVIDED	Pension/Medical
	Social Security	1350.00	Continuing Ed.
12443.00	Housing All.	1100.00	Auto. Expense
	Fur. & Util. Allow.		Prof. Exp. Reim.
	Tax Des.	100.00	
	403(b)	4 weeks	Vacation
4747.00		2 weeks	Study Leave
44304.00	Total Salary	6709	Years in Position

NAME:		CHURCH:	LOCATION:
David	Henry	Vandalia	Greensboro

25030.00	Salary	Provided	Pension/Medical
	Social Security	1358.00	Continuing Ed.
15231.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
40261.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
Fred	Horner	First	Greensboro

36855.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
24570.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
61425.00	Total Salary	7	Years in Position

NAME:		CHURCH:	LOCATION:
Thomas	Huff, Jr.	Cross Roads	Mebane

22250.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
4000.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.		Group Term Life
MANSE	Tax Des.	9401.00	
		4 weeks	Vacation
		2 weeks	Study Leave
26250.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
Guy	Hunt	Asbury	Mt. Airy
20600.00	Salary	PROVIDED	Pension/Medical
	Social Security	700.00	Continuing Ed.
3060.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 Weeks	Vacation
		2 Weeks	Study Leave
23660.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Jeffords, Sr.	Covenant	Winston-Salem
19700.00	Salary	PROVIDED	Pension/Medical
	Social Security	1202.00	Continuing Ed.
6540.00	Housing All.	3300.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
26240.00	Total Salary	7	Years in Position

NAME:		CHURCH:	LOCATION:
J.	Kivett	First Pres.	Reidsville, NC
23875.00	Salary	Provided	Pension/Medical
	Social Security	850.00	Continuing Ed.
12000.00	Housing All.	2400.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
35875.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
David	Leininger	St. Paul	Greensboro
19000.00	Salary		Pension/Medical
	Social Security	515.00	Continuing Ed.
20274.00	Housing All.	3090.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 Weeks	Vacation
		2 Weeks	Study Leave
39274.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
Ruth	Lenger	Spencer	Spencer

19600.00	Salary	PROVIDED	Pension/Medical
	Social Security	700.00	Continuing Ed.
3060.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
22660.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Thomas	Lewis	Bethesda	Statesville

19600.00	Salary	PROVIDED	Pension/Medical
2187.90	Social Security	750.00	Continuing Ed.
3000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
24787.90	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Joel	Long	First	Eden

32462.00	Salary	PROVIDED	Pension/Medical
	Social Security	980.00	Continuing Ed.
15500.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
47962.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Stephen	McCutchen	Highland	Winston-Salem

50516.00	Salary	PROVIDED	Pension/Medical
	Social Security	1350.00	Continuing Ed.
15420.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.	8728.00	403(b) Pension/TSA
	Tax Des.	4800.00	Group Term Life Ins.
		4 weeks	Vacation
2000.00	Prof.Exp. Reim.	2 weeks	Study Leave
67936.00	Total Salary	6709	Years in Position

NAME:		CHURCH:	LOCATION:
Sam	McGregor, Jr.	Siler City	Siler City

20500.00	Salary	Provided	Pension/Medical
	Social Security	1200.00	Continuing Ed.
5500.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		Profess. Exp.Reim.
MANSE	Tax Des.	500.00	
	403(b)	4 weeks	Vacation
1000.00		2 weeks	Study Leave
27000.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
Mary	McNeal	Faith	Greensboro

12550.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
16360.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
		4 weeks	Vacation
		2 weeks	Study Leave
28910.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Matthews	Fieldstone	Mooresville

26655.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
2650.00	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29305.00	Total Salary	13	Years in Position

NAME:		CHURCH:	LOCATION:
Edward	Miller	Forest Park	Statesville

24728.00	Salary	PROVIDED	Pension/Medical
	Social Security	800.00	Continuing Ed.
7200.00	Housing All.	2600.00	Auto. Expense
	Fur. & Util. Allow.	515.40	Dental Coverage
MANSE	Tax Des.	200.00	Prof. Exp. Reim.
		4 weeks	Vacation
		2 weeks	Study Leave
31928.00	Total Salary	8	Years in Position

NAME:		CHURCH:	LOCATION:
James	Miller	Church of the Cross	Greensboro

19930.00	Salary	PROVIDED	Pension/Medical
	Social Security	500.00	Continuing Ed.
6900.00	Housing All.	3365.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
26830.00	Total Salary	34	Years in Position

NAME:		CHURCH:	LOCATION:
Stephen	Moss	Thyatira	Salisbury

25500.00	Salary	Provided	Pension/Medical
	Social Security	800.00	Continuing Ed.
2000.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
	403(b) Pension/TSA	4 weeks	Vacation
5860.00		2 weeks	Study Leave
33360.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
Lisa	Mullen	First Presbyterian	High Point

21525.00	Salary	PROVIDED	Pension/Medical
	Social Security	1150.00	Continuing Ed.
17952.00	Housing All.	2932.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
39477.00	Total Salary	6709	Years in Position

NAME:		CHURCH:	LOCATION:
George	Murray, IV	First	Kernersville

21088.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
6960.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
28048.00	Total Salary	6	Years in Position

NAME:		CHURCH:	LOCATION:
Lisa	Nelson	Prospect (Assoc.)	Mooresville

17419.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
10000.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27419.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
David	Partington	Shallowford	Lewisville

33124.15	Salary	PROVIDED	Pension/Medical
	Social Security	1200.00	Continuing Ed.
3000.00	Housing All.	2500.00	Auto. Expense
	Fur. & Util. Allow.	515.40	Group Life/Dental
MANSE	Tax Des.	1200.00	Flexible Spending
		4 weeks	Vacation
		2 weeks	Study Leave
36124.15	Total Salary	14	Years in Position

NAME:		CHURCH:	LOCATION:
S.	Patterson	First Presbyterian	Thomasville, NC

25100.00	Salary		Pension/Medical
	Social Security	840.00	Continuing Ed.
11662.00	Housing All.	1890.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
36762.00	Total Salary	18	Years in Position

NAME:		CHURCH:	LOCATION:
Andral	Plexico	Hawfields	Mebane

23488.00	Salary	Provided	Pension/Medical
	Social Security	772.00	Continuing Ed.
9594.00	Housing All.	8755.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
33082.00	Total Salary	24	Years in Position

```
NAME:                            CHURCH:            LOCATION:
Phillip     Pogue                Glendale Springs/  Laurel Fork
------------------------------------------------------------------
  21775.00  Salary                   PROVIDED     Pension/Medical
            Social Security               750.00  Continuing Ed.
   3349.00  Housing All.                 3100.00  Auto. Expense
            Fur. & Util. Allow.
MANSE                Tax Des.
                                         4 weeks  Vacation
                                         2 weeks  Study Leave
  25124.00  Total Salary                       9  Years in Position
------------------------------------------------------------------
NAME:                            CHURCH:            LOCATION:
George      Preston, III         Prospect           Mooresville
------------------------------------------------------------------
  30386.00  Salary                   PROVIDED     Pension/Medical
            Social Security               872.00  Continuing Ed.
            Housing All.                 2800.00  Auto. Expense
   8010.00  Fur. & Util. Allow.                   Annuity
MANSE                Tax Des.            1000.00
                                         4 weeks  Vacation
                                         2 weeks  Study Leave
  38396.00  Total Salary                       0  Years in Position
------------------------------------------------------------------

NAME:                            CHURCH:             LOCATION:
Richard     Qualls (Tentmaker)   Flat Rock - 1/3 time Mt. Airy, NC
------------------------------------------------------------------
   9000.00  Salary                                Pension/Medical
            Social Security               375.00  Continuing Ed.
   2000.00  Housing All.                 1450.00  Auto. Expense
            Fur. & Util. Allow.                   403(K)
                     Tax Des.            1000.00
                                         4 weeks  Vacation
                                         2 weeks  Study Leave
  11000.00  Total Salary                       0  Years in Position
------------------------------------------------------------------
NAME:                            CHURCH:             LOCATION:
Leland      Richardson           First               Mocksville
------------------------------------------------------------------
  27479.00  Salary                   PROVIDED     Pension/Medical
            Social Security              2115.00  Continuing Ed.
  23075.00  Housing All.                 5773.00  Auto. Expense
            Fur. & Util. Allow.
                     Tax Des.
                                         4 weeks  Vacation
                                         2 weeks  Study Leave
  50554.00  Total Salary                      26  Years in Position
------------------------------------------------------------------
```

NAME:		CHURCH:	LOCATION:
Raymond	Riddleberger	Old Town	Winston-Salem

20890.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3350.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 WEEKS	Vacation
		2 WEEKS	Study Leave
24240.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
Paul	Ridolfi	First	Mount Airy

31067.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
20000.00	Housing All.	3600.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
51067.00	Total Salary	14	Years in Position

NAME:		CHURCH:	LOCATION:
Brian	Rummage	Bixby	Advance

23500.00	Salary	PROVIDED	Pension/Medical
	Social Security	900.00	Continuing Ed.
3500.00	Housing All.	2500.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27000.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Victor	Scott	Greenwood	Reidsville

20600.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3060.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		Dental reimbur.
MANSE	Tax Des.	1000.00	
		4 weeks	Vacation
		2 weeks	Study Leave
23660.00	Total Salary	1	Years in Position

```
NAME:                                CHURCH:                 LOCATION:
Billy          Sosebee               Second                  Lexington
-----------------------------------------------------------------------------
    26525.00   Salary                     Provided      Pension/Medical
               Social Security                 1150.00  Continuing Ed.
     7960.00   Housing All.                    3100.00  Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                               4 weeks  Vacation
                                               2 weeks  Study Leave
    34485.00   Total Salary                         36  Years in Position
-----------------------------------------------------------------------------
NAME:                                CHURCH:                 LOCATION:
Laura          Spangler              Trinity Pres.           Winston-Salem (1
-----------------------------------------------------------------------------
     6543.00   Salary                     PROVIDED      Pension/Medical
               Social Security                  283.00  Continuing Ed.
     8714.00   Housing All.                    1550.00  Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                               4 weeks  Vacation
                                               2 weeks  Study Leave
    15257.00   Total Salary                          2  Years in Position
-----------------------------------------------------------------------------

NAME:                                CHURCH:                 LOCATION:
Al             Thomas, Jr.           Speedwell               Taylorsville
-----------------------------------------------------------------------------
    20600.00   Salary                     PROVIDED      Pension/Medical
               Social Security                  800.00  Continuing Ed.
     5500.00   Housing All.                             Auto. Expense
               Fur. & Util. Allow.                      No Auto reimbursmt.
                          Tax Des.
                                               4 weeks  Vacation
                                               2 weeks  Study Leave
    26100.00   Total Salary                          3  Years in Position
-----------------------------------------------------------------------------
NAME:                                CHURCH:                 LOCATION:
Erich          Thompson              Starmount, Assoc.       Greensboro
    24000.00   Salary                     13160         Pension/Medical
               Social Security                 1000.00  Continuing Ed.
    23000.00   Housing All.                    1000.00  Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                               4 weeks  Vacation
                                               2 weeks  Study Leave
    47000.00   Total Salary                          2  Years in Position
-----------------------------------------------------------------------------
```

NAME:		CHURCH:	LOCATION:
Dan	Thornton	Second Presbyterian	Salisbury, NC

17900.00	Salary	Provided	Pension/Medical
	Social Security	750.00	Continuing Ed.
9600.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27500.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Russell	Ward, Jr.	First	Asheboro

32066.00	Salary	PROVIDED	Pension/Medical
3614.00	Social Security	1000.00	Continuing Ed.
15178.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
50858.00	Total Salary	8	Years in Position

NAME:		CHURCH:	LOCATION:
Norman	Whitney	Bethany	Graham

28000.00	Salary	Provided	Pension/Medical
	Social Security	850.00	Continuing Ed.
	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	(4000) Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
28000.00	Total Salary	28	Years in Position

NAME:		CHURCH:	LOCATION:
Dan	Wilkers	Parkway	Winston-Salem

38447.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
17100.00	Housing All.	2400.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
55547.00	Total Salary	2	Years in Position

```
NAME:                              CHURCH:              LOCATION:
Charles      Williams              First                Burlington
-------------------------------------------------------------------------
    41205.00    Salary                  PROVIDED     Pension/Medical
                Social Security              1500.00 Continuing Ed.
    24400.00    Housing All.                 4982.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.
                                             4 weeks Vacation
                                             2 weeks Study Leave
    65605.00    Total Salary                      16 Years in Position
-------------------------------------------------------------------------

NAME:                              CHURCH:              LOCATION:
James        Wilson, Jr.           Sedgefield           Greensboro
-------------------------------------------------------------------------
    26000.00    Salary                  PROVIDED     Pension/Medical
                Social Security              3000.00 Continuing Ed.
    17000.00    Housing All.                 2000.00 Auto. Expense
                Fur. & Util. Allow.
                           Tax Des.
                                             4 weeks Vacation
                                             2 weeks Study Leave
    43000.00    Total Salary                      23 Years in Position
-------------------------------------------------------------------------
NAME:                              CHURCH:              LOCATION:
Richard      Wurst, Jr.            Stony Creek          Burlington
-------------------------------------------------------------------------
    24640.00    Salary                  PROVIDED     Pension/Medical
                Social Security              1400.00 Continuing Ed.
     2000.00    Housing All.                 3600.00 Auto. Expense
                Fur. & Util. Allow.                  Prof.Exp./Flex.Spen.
MANSE                      Tax Des.          1500.00
                                             4 weeks Vacation
                                             2 weeks Study Leave
    26640.00    Total Salary                       6 Years in Position
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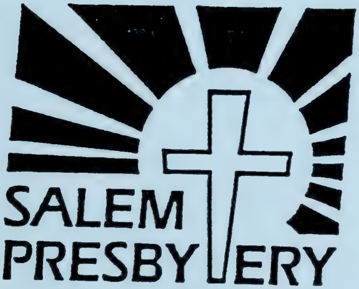
SALEM
PRESBYTERY

THIRTY-FIFTH STATED MEETING
BARIUM SPRINGS HOME FOR CHILDREN
BARIUM SPRINGS, NORTH CAROLINA
July 18-19, 1997

MINUTES OF

SALEM PRESBYTERY

THIRTY-FIFTH STATED MEETING
BARIUM SPRINGS HOME FOR CHILDREN
BARIUM SPRINGS, NORTH CAROLINA

July 18-19, 1997

OFFICERS

Moderator	Patricia F. Stewart
Moderator-in-Nomination	W. Russell Ward, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
3950 Clemmons Road
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

THIRTY-FIFTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

BARIUM SPRINGS HOME FOR CHILDREN

BARIUM SPRINGS, NORTH CAROLINA

July 18-19, 1997

FRIDAY MORNING SESSION

The Thirty-Fifth Stated Meeting, held on Friday and Saturday, July 18-19, 1997, at Barium Springs Home for Children in Little Joe's Presbyterian Church, Barium Springs, North Carolina, was called to order by Moderator Patricia Stewart at 10:00 a.m. on Friday, July 18. The Presbytery then joined in a service of Morning Prayers led by the Reverend Gray Clark. The opening prayer for worship served as the opening prayer for the meeting. Mr. Michael Richard Underwood, Candidate for Ordination, preached the sermon entitled, "Times in the Crucible", from I Peter 3:13-23. The organist was Mrs. Hilda Rimmer.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	127	Non-Commissioner	6
Ministers	90		
		Visitors	85
Corresponding Members			
Ministers	1	Total	317
Church Educators	8		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, Jesse W. Bledsoe, Ronald L. Bowie, Jae H. Chung, M. Gray Clark, Frederick A. H. Coates, Frank C. Collier, C. Drayton Cooper, III, William J. Cowfer, William Reid Dalton, III, Max E. Deal, James A. Dickens, Stewart E. Ellis, Carlton A. G. Eversley, Carol C. Fisher, Charles G. Fitzpatrick, Jonathan H. Freeman, E. B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Scott C. Girard, Robert J. Goforth, Perry D. Griffin, J. Randy Hall, Hewon Han, John M. Handley, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, Robert W. Henderson, David L. Henry, Robert M. Howard, George Hunter, Robert S. Jeffords, Sr., Morton Kurtz, William F. Lawrence, Jr., David E. Leininger, Robert M. Lewis, S. Edwin Lewis, Thomas K. Lewis, III, Joel M. Long, William F. Long, Robert M. Matthews, Angus W. McGregor, Sam E. McGregor, Jr., Judson J. Milam, E. Thomas Miller, James A. Mitcham, H. Reid Montgomery, Molly Dotson Morgan, Stephen A. Moss, Lisa M. Mullen.

N-Z

David C. Partington, S. Curtis Patterson, Jamie B. Pharr, Steve M. Pharr, A. B. Plexico, Phillip J. Pogue, Richard L. Qualls, Marie P. Reed, Raymond W. Riddleberger, Francis J. Rivers, Brian K. Rummage, Victor C. Scott, Dennis J. Sebesan, Jerold D. Shetler, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, Al F. Thomas, Jr., Erich W. Thompson, Dan M. Thornton, T. Ronald Vaughan, Dale Walker, Rockwell P. Ward, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Jeff White, Norman M. Whitney, Sr., Daniel C. Wilkers, John A. Wilkerson, Jr., Frank C. Wilkinson, R. Scott Woodmansee.

The following Ministers asked to be excused from attendance:

James H. Allen, Philip A. Beck, Linda L. Blessing, L. Adlai Boyd, Carole F. Chase, William E. Christian, Robert E. Cleveland, Virginia Ann Cowfer, Frank M. Dew, Barbara E. Dua, Robert C. Evans, III, Bruce Feltrup-Exum, James H. Foil, Jr., James T. Frazier, Larry W. Freeman, Samuel W. Henderson, Robert W. Herron, Fredrick R. Horner, Thomas Allen Huff, Jr., Ann B. Jahnes, Kurt W. Johnston, Alyce M. Kelly, J. David Kivett, Thomas K. Lane, Cynthia D. Keever, Robert E. Lee, Ruth B. Lenger, William J. MacDonald, Steve A. Martin, Stephen P. McCutchan, Mary C. McNeal, John L. Milholland, James F. Miller, George H. Murray, IV, Joseph L. Pickard, Paul N. Ridolfi, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, A. Carter Shelley, Jeffrey D. Smith, Paul R. Snell, Stevan A. Snipes, William F. Stephens, III, David H. Sutton, Charles Williams, J. Gordon Williams, James K. Wilson, Jr., William T. Wing, III, Richard S. Wurst, Jr.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, Ernest M. Bradford, Edwin C. Brammer, Jr., Warren C. Brannon, William Brown, Malcolm M. Bullock, David H. Burr, Cecil C. Callis, George C. Carpenter, Charles R. Carter, William H. Chappell, L. B. Colquitt, Jr., Ares Davidian, Frank A. Davison, C. Wayne Dixon, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, Lucius A. Gray, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, Henry J. Keating, William R. Knox, Julian Lake, Donald E. Lannon, Wilkes D. Macaulay, James M. Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, Allen E. Morrison, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Leland A. Richardson, Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Ernest L. Stoffel, Harry S. Thomas, John G. Truitt, Jr., Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Janet B. Briscoe, Robert A. Bryant, Robert E. Button, David M. Cameron, Kathryn J. Cameron, O. Leighton Culler, Kermit W. Dancy, M. Susan Dobyns, Christopher F. East, Lou McAlister East, Murv' L. Gardiner, Philip R. Gehman, Sherron K. George, Carter B. Gillespie, Cynthia R. Higgins, Guy W. Hunt, Jr., Walter W. King, B. Paul Lindsey, Z. Bradford Long, Gail Porter Nelson, J. Herbert Nelson, Lisa T. Nelson, Richard R. Osmer, Franklin L. Partridge, III, George K. Preston, III, R. Page Shelton, Jerry M. Smith, Mark T. Stewart, C. Powell Sykes, Sr., John B. Talmage, Glenn C. Thomason, Keith A. Uffman, Kellie E. Weekley-Mills, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance J. Boyd Clapp, Bob Dagenhart, Harvey Walker, Allen Temple Margaret Cowan, Virginia Mott, Asheboro First Barbara Hochuli, Curtis Williams, Bethany (Statesville) Dorothy S. Grose, Edgar Ingram, Bethel Joseph T. Brown, Bethesda (Ruffin) Anthony Hodges, Bethesda (Statesville) Charlotte Kay Hart, James A. McNeely, Beulah Elizabeth R. Scott, Bixby Carter Robertson, Boone First Bruce Mulligan, Calvary Margaret Marks, Fred Tatum, Cameron Hallie Davidson, Opal Stockton, Centre Jesse Cowan, Jr., Church of the Covenant Lemuel H. Cox, Church of the Cross Elaine R. Buie, Clemmons Gordon McKinley, Concord Louise Summers, Cooleemee Jean C. Snead, Covenant John Russell, Danbury Community Steve Shelton, Dogwood Acres Frances Fitzpatrick, Eden First Clyde Morris, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, Faith Georgia T. Renfrow, Fieldstone Mary Shook, Flat Rock Robert Edwards, Forest Hills Gay J. Wyche, Forest Park Pauline Fisher, Elaine Sampson, Francisco Octavia Edwards, Franklin Karen Pickett, Freedom Wilma Norman, Dorena Stevenson.

G-M

Grace Treva Cundiff, Mary Mitcham, Graham Bill Cooke, Greensboro First Richmond G. Bernhardt, Jr., Richard Wharton, Greenwood Joan Pruitt, Guilford Park Beth Sheffield, Hawfields Graham Smith, High Point First Bill Boyles, Eilene Douglas, Bill Hylton, Highland Peter Alford, Sarah B. Price, Hills Don Martinat, Immanuel John B. Brown, Korean First Jung H. Kim, Laurel Fork Don Tucker, Lexington First MaryAnn C. Farthing, Cliff Leonard, Lexington Second Gail McBride, Lloyd Norman F. Brown, Logan Johnny L. Torrence, Clayton Tatum, Madison John Carter, Mebane Reid Corriher, Mocksville First Edgar C. Dickinson, Mooresville First E. Richard Fortanbary, Ralph A. Herring, Jr., Mt. Jefferson Karen Mullinax, Mt. Tabor Thelma Rankin Smith, Howard Taggert, Mt. Vernon Walter R. Culbertson.

N-Z

New Creation Community Nell Hedrick, New Salem Jeanne Cockrell, North Wilkesboro Gerald Lankford, Old Town William Hottinger, Parkway Betsy Clark, Virginia Clemons, Pilot Mountain First Sherri Collins, Pine Hall Chis Rodenbough, Pine Ridge Debbie Brinkley, Pittsboro Charles W. Cameron, Prospect Ralph H. Cloaninger, Randolph Lewis Hinesley, St. Andrews Chris Porter, St. James Margaret L. Carr, Rosa Yourse, St. Paul (Greensboro) Ron Lochbaum, St. Paul (High Point) Thomas Leach, Calvin Scaife, Salisbury First Tony Almeida, Dellene Gudger, Frank Gudger, Salisbury Second Dorothy Ann Coble, Suzie Raney, Sedgefield Martha Cockerham, Shady Side Charles England, Robert Gilchrist, Shallowford Charles S. Lawrence (Friday), Pat Fletcher (Saturday), Siler City Jim Mobley, Spencer Tom Powell, Elinor Wilburn, Starmount Glenn Farthing, Martha Farthing, Statesville First Michelle Rokes, W. C. Warlick, Stony Creek Wanda Curlee, Thomasville First Hubert Wall, Thyatira at Mill Bridge Frank Fuller, Justin Raymer, Trinity (Salisbury) Andrew Wilson, Trinity (Winston-Salem) Donna Hamilton, Unity William R. Perrell, Vandalia Donal Mitchell (Friday), Lois Bohnsack (Saturday), Westminster (Greensboro) Jennie Betton, Betsy Weaver, Whispering Pines Jim Taylor, Winston-Salem First Pat Blythe, Mack Dagenhart, Emmett McCall, Jim Price, Yadkin United Donald L. Taut, Thomas O. Vinson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Burlington First, Community in Christ, Cross Roads, Griers, Hope View, John Calvin, Kernersville First, Lansing, Memorial, Mt. Airy First, Mt. Vernon Springs, Oak Ridge, Pleasant Grove, Reidsville First, Sandy Ridge, Shiloh (Burlington), Smyrna, Sparta, Taylorsville, Third Creek, Trinity (Elon College), Wentworth, Westminster (Burlington).

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Asbury, Baird's Creek, Bethany (Graham), Boonville First, Buffalo, Cleveland, Clio, Collinstown, Crestwood, Dellabrook, Ebenezer, El Bethel, Elkin, Elmwood, Fairmont, Fellowship, Fifth Creek, Glendale Springs, Glenwood, Gulf, Jamestown, Joyce, Little Joe's, Love Valley, Milton, Mocksville Second, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Red House, Reid Memorial, Riverview, Rumple Memorial, Shiloh (Statesville), Southminster, Speedwell, Springwood, Stoneville, Tabor, Yadkinville, Yanceyville.

The following Church Educators were enrolled:

Eleanor Godfrey, Rebecca McKee, James Miles, Gin Reid Mitchem, Nancy O'Dell, Cindy Ruhl, Samantha Wesley, M. Edye Williamson.

The following Corresponding Members were present:

Dr. Al Winn, Presbytery of Greater Atlanta.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Brenda Nance, Phyllis Plyler, Esther Preston, Sara Williams.

The following Visitors were registered:

Doug Aitken, John Barney, Caitlin Boon, Joan Boon, Olena S. Bunn, Margaret Carr, Roy Carr, Phyllis Carrigan, Wade Carrigan, Betty Caudill, Bob Caudill, Laura Clark, Jim Coone, JoAnn Coone, Jennifer Cox, Debbie Davidson, Nicki Davidson, Hayes Davis, Minnie Dobbins, Jim Dollar, Erica Durham, Virginia Edmiston, Margaret Elliott, Ron Ervin, Carolina Finley, Gordon Finley, Robert Finley, Nancy Gordon, Cat Harrison, Jackie Hinesley, Michelle Hinson, Barbara Hood, Charles Howell, Rebecca Howery, Kathryn Kelly, Colleen Kennerly, Susan Key, Cynthia Kirkman, Bob Kollar, Levina Kollar, Christie Leininger, David Leininger, Erin Leininger, Ann A. Letson, Ruth S. Lewis, Steve Lindsley, Billie Linton, John Linton, Harriet Lipe, Hervey Martin, Kathryn Martinat, Tricia Mask, Linda McAuley, Donna McClellan, Martin McPherson, Ray Mims, Kerri Mock, Basil Morgan, Mary Morgan, Richard Orr, Robbie Paris, Mae Parrott, Virginia Pharr, Ellen Plexico, Lenette Plexico, R. L. Powell, Sandra Russell, Jessie Rae Scott, Otis B. Scott, Robert W. Scott, Ethan Sherrod, Jean Sosebee, Rick Spielman, Vada Tatum, Marshall Taylor, Deborah Torelli, Dee Turner, Michael Underwood, Helen Walker, Grier Waller, Jamie Warwick, Celeste Wilkinson, Harold Wingert, June Woodall, Scott Wray.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. Presbytery approved the Docket as proposed. (See Appendix A, pp. 143-145.)

OMNIBUS MOTION

Mack Dagenhart, Moderator of the Council Cluster, presented the Omnibus Motion. Following the opportunity to remove items, the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons, clusters, or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by Skip Stansell, president of Barium Springs Home for Children. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The Moderator recognized Dr. Al Winn as a special guest.

ECUMENICAL VISITOR

The Reverend Jerry Hallman, pastor, Mooresville ARP Church, brought greetings to the Presbytery and spoke briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B. p. 146.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 147-148.)

INTRODUCTION TO THE MINISTRY OF BARIUM SPRINGS HOME FOR CHILDREN

Barium Springs Home for Children President Skip Stansell addressed the Presbytery describing the ministry of the Home as it now operates.

COUNCIL CLUSTER
Mack Dagenhart, Moderator

Your Council Cluster has met twice since the last meeting of Presbytery.

Actions Reported by Council:

1. Council approved converting a $11,500 loan to the Danbury Community Church to a grant. Council approved an application for a Small Church Grant from Synod to help offset $2,500 of the grant.

2. Council approved the Spencer Church's applying for a grant to purchase a truck dolly for the Mission Resource Center at the Thyatira Church.

3. Council accepted the invitation of the Highland Presbyterian Church of Winston-Salem to host the February 1998 meeting of Presbytery.

4. Council set the following dates for Presbytery meetings in 1998:

February 7, 1998	Highland
April 21, 1998	
July 18, 1998	
October 20, 1998	

*Council is seeking other churches to host the other three 1998 meetings.

5. Acting as Trustees, Council approved the request of the Madison Presbyterian Church to remove three buildings from adjoining property owned by the church.

6. Council approved the minutes of the April 22, 1997, meeting of Salem Presbytery.

7. Council approved a position description for the Volunteer-in-Mission Evangelism Enabler.

8. Council approved Salem Presbytery's providing $1,200 toward the cost of an appraisal of Camp New Hope Property.

9. In strengthening the vital work of their Denominational Commitment Function Group, the Council elected Elder Dick Fortanbary of Mooresville First and Elder Murray White of High Point First to this service.

ACTION:

2. Presbytery approved and concurred with the request of the Community in Christ Church in Greensboro in granting an easement to the City of Greensboro for a nominal fee.

PERSONNEL FUNCTION GROUP - Elder Bob Finley, Moderator

Willie Garvin has served the Presbytery faithfully both in her primary expertise--business affairs and treasurer--but also in other areas of growing competence. These include, among others, work with church development, social justice, pensions, and communications. Known to all comfortably as "Willie", she is also often in a position to contribute helpfully to women's issues and racial ethnic concerns. We are thankful for her skill, her good spirit, and her deep faith. Her annual performance review reflected both the complex nature of the work she does for Salem Presbytery and the skillful, faithful manner in which she carries it out.

ACTION:

3. Presbytery approved the favorable Performance Review of Willie Garvin by the Personnel Function Group and was led in a prayer of thanksgiving by Bob Finley for her faithful service as Presbytery Associate for Finance and Business Affairs/Treasurer.

BUDGET AND FINANCE FUNCTION GROUP - Elder Dick Orr, Moderator

In April the Council Cluster received the plans and requests for funds from all the Clusters and entities of Salem Presbytery at the Program Hearings. Always a time of excitement and encouragement, this year's Hearing was especially dynamic!

There was evidence of the prompting of the Spirit in the ambitious plans presented. It was gratifying to see the clear indication that many of our programs are "coming of age". Hard work and faithfulness are producing some great opportunities for service. Of special note were plans from Church Growth and Enrichment with land ready for the next step in the Lake Norman new church project and plans underway for a new African-American church in the Greensboro area.

God's blessing was also seen in significant growth in our various Campus Ministries. These efforts now extend to nine (9) campuses. Local church support, numbers of students and faculty/administration involvement, and opportunities on the various campuses are increasing.

BUT! These encouraging plans and the progress they reveal were dampened by the fact that pledges from churches this year continued their pattern of gradual decrease. During the period from 1989 to the present, total funds available from Salem's churches (which includes both per Capita and Benevolence giving to Synod and General Assembly) has decreased almost $184,000 (from $1,910,497 in 1989 to $1,726,455 in 1996).

As the Council began carefully studying the responses of our churches to the Salem Budget in the almost nine years of Salem's life, the following picture emerged:

1. Salem's income from all churches has declined $184,000 from 1989:

    a. Looking at all 156 churches:

        1. 100 increased their giving to Presbytery (almost 2/3 of the 156 churches)
        2. 2 stayed the same
        3. 54 gave less

    b. A pattern began to emerge in looking specifically at churches with 400 or more members:

        1. 9 increased their giving to Presbytery by a total of $122,000 - 4 of those increased in a range from $15,000 to $36,000 during the period.

        2. 14 decreased by a total of $355,000 - 11 decreased by 5 figures (9 by $19,000 or more).

        3. In 1996 these 23 churches gave $909,369 toward the Salem Budget.

    c. Churches under 400 members:

        1. 92 increased their giving to Presbytery - 45 of them by 1/3 or more.

    2. 2 remained the same.

    3. 9 decreased their giving to Presbytery - 2 of them by 1/3 or more.

    4. In 1996 these 133 churches gave $817,086 toward the Salem Budget.

2. Inflation has further reduced our buying power at a rate averaging about 2.5% to 3% since 1989.

The crisis faced in the budgeting process this year came into focus as the COLLISION BETWEEN DECLINING INCOME AND ESCALATING SUCCESS IN THE WORK WE HAVE BEEN DOING AS SALEM PRESBYTERY! The concern of Council was not how to hold the line. Rather, it was how to seize the opportunities with which God is blessing the efforts of the past few years of laying a solid foundation.

The fact is: SEVERAL THINGS NEED TO CHANGE IF WE ARE TO GO BOLDLY INTO 1998:
FIRST, THE CHURCH DEVELOPMENT/REDEVELOPMENT OPPORTUNITIES BEFORE US MUST NOT BE POSTPONED! SECOND, THE SUCCESS GOD IS GIVING US ON THE NINE CAMPUSES WHERE WE ARE PRIVILEGED TO REACH THE LIVES OF YOUTH MUST NOT BE BLUNTED!

STEP ONE: PRESENT A BALANCED BUDGET

Rationale for reductions from original askings:

1. Almost without exception, every Cluster, Committee, Commission, or activity was significantly reduced from original askings. The total budget shows a reduction of slightly over $75,000 compared to the present 1997 budget. It is almost $600,000 less than what was proposed.

2. The two most critically affected areas are church development/redevelopment and campus ministry. The Church Growth and Enrichment Cluster took the biggest cuts with the new church development and existing church redevelopment projects showing the largest reductions. The Cluster has refined its plans and continuation of the Lake Norman new church project, the beginning of the Greensboro African-American NCD and continuing efforts at redevelopment of at least one existing church can be managed in 1998 within this budget's constraints.

   However, campus ministry cannot live within the funds available without crippling results to their ministries. Appalachian State and UNC-G have full-time campus ministers serving effectively, A&T/Bennett has begun its search for a campus minister. Since about 2/3 of each of those budgets are salaries, cuts (about $50,000 for the three) will cause significant sacrifices to or loss of these established pastors (Rev. Rocky Ward at Appalachian and Rev. Ann Jahnes at UNC-G). Council and Shalom Cluster are still negotiating specific figures.

Council has made deep and painful changes reflected in the presentation of the following balanced 1998 Budget for adoption.

ACTION:

4. Salem Presbytery postponed the adoption the "1998 Proposed Budget" until the October 21 meeting or a special meeting called by Presbytery's Council Cluster in November or December, whichever is timely, after 1998 budget pledges are received from churches.

5. Salem Presbytery authorized an intensive budget funding campaign to be led during August through October 1997 by its Denominational Commitment Function Group, together with its Shalom Cluster and its Church Growth and Enrichment Cluster. The financial goal of this campaign shall include the total amount of the 1998 Budget plus the total amount of the reduced askings ($600,000). The purpose of this campaign shall be to present to all Sessions and Boards of Deacons of Presbytery the financial crisis in which Presbytery finds itself and the negative impact that this crisis is having on the future of such partner ministries as New Church Development, Church Redevelopment, and Campus Ministry, as well as upon those faithful and dedicated servants who are in our employ.

STEP TWO: APPEAL FOR HIGHER PLEDGES

The Council believes that as our churches come to know this situation and have an opportunity to respond to this budget and its crisis of opportunity that there will be a generous response. That will allow a later revision of this budget to cover these critical areas of need as a result of increased income for 1998. Without those pledges in hand, however, the Council believes it is irresponsible to present anything other than a balanced budget.

STEP THREE: RETIRE PRESBYTERY OFFICE LOAN

The new Presbytery Office is open. Council believes that there is enough interest and generosity available to raise up to $150,000 (cost of the building) with memorials, dedications, and love gifts. The names of givers will be displayed permanently in the office. As was noted when Presbytery approved building our own office, the retirement of this debt will free up about $15,000 of present budget funds for mission. If this can be completed before the dedication of the building on Sunday afternoon, September 14 (3:00 p.m.), the building could be dedicated and the note burned at the same time!

Success in this one time strategy will move us about $15,000 closer to toward meeting the needs of the 1998 Budget.

In order to give everyone a chance to participate in this effort, the Council recommends the following:

ACTION:

6. Presbytery approved a campaign among individual members of Salem Presbytery churches to help pay for the new office building. Every church would be invited to receive a special offering from its members on a Sunday designated for the offering.

STEP FOUR: FUND RAISING

Council concluded that it is necessary to undertake a major fund raising campaign to move toward meeting the opportunities that God has given us in church development/redevelopment and in campus ministry.

Your Council believes that Salem Presbytery is poised before several "windows" of opportunity which God is opening before us! We have been given a clear sense of vision and mission and a leaner, more focused organizational structure. That work force is filled with devoted and able servants of our Lord. They are seeking to follow God's call to make the church strong and effective in sharing and spreading the Good News, living out the "agape" love of Jesus.

God has provided exciting opportunities for faithfulness and much has been accomplished. We are coming of age and are no longer a new Presbytery. God is opening new "windows" of service as the new millennium dawns:

First, concerning church development/redevelopment:

- The Lake Norman Project, after several years of planning, is blossoming with property now in hand in the center of exploding growth near Mooresville. First Church of Mooresville is taking the lead with solid interest from other area congregations in planning for that new church.
- The Greensboro African-American Project is attracting interest and excitement among a broad range of our churches with the Black Caucus taking the lead. Strong support from St. James Church is growing. The search is on for land and planning for calling an organizing pastor is underway.
- Several churches are working toward major redevelopment efforts. Rather than the high cost of a new church, these churches see new opportunities for mission where they are.

2 Million Dollars will be needed in the next five years for these projects.

Second, we are seeing through the opening "window" of Campus Ministry more opportunities for spreading the Word. All of our present ministries are growing on the campuses of Appalachian State, N. C. A&T/Bennett (being developed by St. James Church), Mitchell Community College, UNC-Greensboro, Wake Forest/Salem/School of the Arts, and Winston-Salem State. Seeking to nurture, challenge, and develop the potential of the Church leaders of the new millennium will continue to make campus ministry a "breath of fresh air" for Salem!

$500,000 will begin a permanent fund to augment the income needs of these vital ministries.

The Council believes these are not only achievable, but faithful goals that will strengthen and stabilize three important "windows" of opportunity for a new millennium of service to our Lord.

STEP FIVE: PLANNED GIVING PROGRAM

At the same time Council concluded that an effort should be initiated to both help train leaders in local churches concerning program of planned giving through wills and various deferred giving plans. Such a program could benefit both local congregations and presbyteries. A few of our churches have carefully constructed strategies in this vital area--most do not. The Presbyterian Foundation has a new emphasis in this area and have already been helpful to Council's awareness of this resource.

ACTION:

7. The Council Cluster was instructed to explore with the Presbyterian Foundation instituting a Planned Giving Program for Salem to develop endowment funds to perpetuate our mission and to report progress to the October 1997 Presbytery Meeting.

GOOD NEWS FROM OUR CHURCHES

Representatives from four of Salem Presbytery's churches shared "good news" of unique ministries and/or programs that have been inaugurated by their congregations:

Eden First	Alternative worship (Joel Long)
Spencer	Bridge to the World (Eleanor Wilborn)
Grace	Interdenominational Revival/Catholic-Protestant Gathering (Sam Stevenson)
Korean First	A Day to Honor Korean War Veterans (Jae Chung)

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend A. B. Plexico led by the Reverend Michael Warren. Former Governor Robert Scott spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Plexico a framed Certificate of Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:35 p.m.

FRIDAY AFTERNOON SESSION

The Moderator reconvened Presbytery at 1:40 p.m.

SALEM OFFICE UPDATE

Mack Dagenhart and Doug Aitken reported that the Presbytery Office is open and the staff has moved in. They presented options for churches to use in receiving an offering to pay off the mortgage at an early date. Dedication for the new office will be September 14 at 3:00 p.m. Everyone is invited to attend.

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

Margaret Elliott led the commissioners in a lively and informative report of the activities and actions of the General Assembly.

PRESBYTERIAN/LUTHERAN RELATIONSHIPS

The Reverend Mr. James Lockley, Pastor of Alamance Lutheran Church, was introduced and addressed the Presbytery and brought greetings from the Evangelical Lutheran Church of America.

SHALOM CLUSTER

John Wilkerson, Moderator

It is of great concern to the members of Shalom Cluster that the amount being proposed in the 1998 budget for campus ministry is approximately $50,000 less than what was budgeted for 1997. As stated in Council's report, such cuts "will cause significant sacrifices to or loss of" the established pastors of two of our campus ministries (Rev. Rocky Ward at ASU and Rev. Ann Jahnes at UNC-G). Since every church in our Presbytery has benefitted and will continue to benefit in some way from campus ministry, we do not believe that Presbytery can afford to allow the ministries of these two servants or the Presbyterian ministry on these two large campuses to be curtailed or eliminated by economic determinism.

Of greater concern to us, however, is that other partner ministries of Presbytery are likewise being seriously curtailed because, based on the giving record of our member churches, Council expects to receive less money next year than what was budgeted this year. We do not believe that the Proposed Budget reflects forward movement or the vigorous pursuit of opportunities which can be afforded only by a joint effort on the part of our member churches. As important as a balanced budget may be, a balanced budget is not the issue. The issue, as we see it, is doing all that we can to make sure that our member churches understand what it is that we are about and why the ministries of the larger church are just as crucial to the propagation of the faith as ministry on the local level, and that if we are to be true to ourselves as Presbyterians and faithful to God, then we shall have to support generously, and not begrudgingly, the ministries of the larger church. At a later time, we can still adopt a balanced budget, but let us pray that because of the generous response of an informed membership to a vigorous campaign, it will be a budget that reflects forward movement and the vigorous pursuit of opportunity.

CHURCH GROWTH AND ENRICHMENT CLUSTER

Ron Bowie, Moderator

Ron Bowie recognized the following churches that have recently adopted the commitment to evangelism:

Trinity (Winston-Salem)
Hills
Unity
Taylorsville

Salem Presbytery reversed a steady decline in membership in 1996, according to year-end statistical reports to the General Assembly. We added approximately 125 new members with growth occurring in smaller and mid-sized congregations.

The four task groups (Evangelism, New Church Development, Church Revitalization, Smaller Church) are coordinating ways to assist existing and new congregations grow spiritually and numerically. We recognize every cluster has a role in enriching the life of God's people and our primary responsibility is coordinating the efforts of the whole to have a positive impact on the Presbytery-at-large.

The Smaller Church Task Group is already preparing 1998 requests for Presbytery support in smaller congregations. Representatives from various clusters are being asked to take part in on-site visits. The purpose of these visits is to listen to the progress and needs of smaller congregations; to provide assistance where local resources (human and fiscal) are not available in the congregation; to establish a network among area churches of like size and help where requested; and to maintain an on-going contact with Presbytery.

New Church Development has forged ahead to insure that a new Presbyterian presence will be established on Lake Norman. We are in the process of securing fifteen (15) acres of land from Crescent Resources for the new church. $10,000 in earnest money is holding the land for the Presbytery. Total land cost is $159,000 and the closing is on or before September 19, 1997.

The Earhart Study for New Church Development has also recommended the development of an African-American Church in the Southwest Greensboro/Sedgefield area of Guilford County. Additional study is occurring to assure the implementation of these plans.

A number of proposals are being considered for Church Revitalization, too -- St. Paul (High Point), Pilot Mountain, and Glendale Springs. Additional information has been requested from St. Paul regarding their plans and the Madison Church is planning to implement their building program.

The Evangelism Task Group is currently planning a fall seminar for smaller and mid-sized congregations' evangelism coordinators and pastors. We are also supporting a Church Revitalization Seminar for the Cluster.

Members of the Church Growth and Enrichment Cluster are:
Smaller Church - Bill Hayes and Wayne Robertson
New Church Development - Bill Cleveland and Sam Zealy
Church Revitalization - Tom Miller and Alyce Kelly
Evangelism - Steve McCutchan and Vada Tatum
Council Liaison - Bill Hylton

MEMORIAL TO HERBERT H. CULLER
1904-1997

Just a few days short of his 93rd birthday Herbert Hampton Culler joined the Church Triumphant. His life was lived to the fullest with energy and enthusiasm for service to the cause of Christ. His ministry spanned nearly six decades with many churches in the Piedmont, Foothills, and Mountains benefitting from his leadership during his active service, as well as long after he was honorably retired. He was a member of the antecedent Winston-Salem and Concord Presbyteries, as well as Salem Presbytery. He was known to even the more senior members of Presbytery as "Mr. Culler".

I wish I had known Mr. Culler in his younger years. During the past four years as I got acquainted with him and his gracious wife of over seventy years, Mary Lena, there were many stories he shared with sparkling eyes and broad smiles. Perhaps it was the common we shared for the foothills and mountains of western North Carolina that made me feel always welcomed by a good friend. His genuine good will and hospitality always greeted me with "It's good to see you" and "Can you stay a little longer."

I wish I had known Mr. Culler in his younger years. It seems he was quite accomplished in athletics. He claimed to have built strength as a school boy lifting and loading bags of grain. So stout was he that no other fellow in school could ever defeat him in wrestling. Mr. Culler often challenged much bigger boys whom he would easily throw and pin. But, perhaps his most noted athletic ability was on the baseball diamond, where he could hit the long ball and was adept in pitching curves and fastballs. Often our visits would include a review of the most recent Atlanta Braves' game. Mr. Culler spent some time in the semi-pro league and had a longing to go to Atlanta to share some wisdom with Braves' management.

I wish I had known Mr. Culler in his younger years. How proud he was to have been elected an Elder in his church in his late teens. At an early age he developed the discipline of study and was extremely competent in his command of the Scriptures. How diligently he studied to complete the requirements for his ordination to ministry. How committed he and Mary Lena were as God's servants as they raised ten children and provided leadership to various churches along the way.

I wish I had known Mr. Culler in his younger years; I might have gotten to know first-hand some of his accomplishments. But, I only got to know him these past four years as the aging process gradually weakened and drained his physical existence. However, his spirit was continually vibrant and vital. It was a pleasure to have known one of the elder statesmen of the Church who gave so generously of himself. His friendship will long be remembered, especially each time I watch the Atlanta Braves. And, unless I miss my guess, somewhere in Heaven, Mr. Culler is trying to organize a baseball game or, perhaps, looking for someone to wrestle. For sure, he has heard the words: "Well done, good and faithful servant!"

Written by Steve A. Snipes

"LIVING BY THE BOOK"
A MEMORIAL TO WILLIAM ROBERT SMITH, III
January 19, 1923 - February 18, 1997

The author of this memorial was Bill's classmate and friend in college and seminary. Both of us grew up in Presbyterian manses, knowing both the bane and the blessing of being a "P.K.". Bill was born in Richmond, Virginia, to Nancy Marion and William Robert Smith, Jr., a student at Union Theological Seminary. Bill spent his childhood in the mountains of western North Carolina and Virginia. As a child of a Presbyterian minister, he became familiar with the Bible and learned to live by the Book. In 1945 he graduated from Davidson College, where he had identified himself with the "ministerial students".

Bill pursued preparation for the gospel ministry at Union Seminary in Richmond. There he and the writer became better acquainted as we discussed deep topics of theology and shared experiences of our common backgrounds as sons of ministers. Bill finished seminary in 1947, well equipped to preach the Word and to inspire others to live by the Book. By graduation he had not only attained the B.D. degree but also had selected the delightful Helen Hayes to be his companion in life and in ministry. She is a graduate of the Presbyterian School of Christian Education.

Bill was ordained by the former Winston-Salem Presbytery, which his father served as Executive Secretary. His first pastorate was with the Yadkinville Church of that Presbytery, 1947-1948. Then for two years his ministry of the Word was the task of being YMCA Secretary at Davidson College. In 1950 Bill returned to the pastorate serving the following Presbyterian Churches for the remainder of his active ministry:

Buchanan Church, Buchanan, VA	1950-1953
Mars Hill Church, Athens, TN	1953-1957
Eastminster Church, Knoxville, TN	1957-1965
Milner Memorial Church, Raleigh, NC	1965-1978

As Bill proclaimed the Gospel and lived by it, he was loved by his parishioners, respected by his peers, and was an inspiration to many who knew him. He chaired presbytery finance committees, raised money for the construction of church camps, directed youth conferences, and served as Moderator of the former Orange Presbytery. Along with pastoral duties, Bill devoted energy to community service: membership in several civic clubs, organizing a Boy Scout troop, helping establish a local YMCA, and serving as PTA president of the first integrated high school in Raleigh.

A variety of avocational interests and sports activities made Bill's life enjoyable and touched the lives of others: he played several musical instruments and participated with groups performing classical, jazz, and bluegrass; he restored old houses; enjoyed sailing; held a private pilot's license; traveled and camped out with his family; played tennis and golf; and was a licensed amateur radio operator.

Orange Presbytery granted Bill honorable retirement January 19, 1978, his fifty-fifth birthday. He and Helen moved to Montreat where he often supplied churches of the area. Also, their long-standing hobby of hand bookbinding became a successful cottage industry. Becoming "The Booksmiths", Bill explained, "We had reached the age where time meant more than money. So we decided to take early retirement and become bookbinders." They supplemented their retirement income, "Making a living by the book," reported the "Davidson Update", December 1989.

Complete retirement came for Bill in 1994, when physicians diagnosed a bone marrow disorder and blood disease--illnesses which prompted him and Helen to move to Highland Farms Retirement Community in Black Mountain. Bill died there February 18, 1997. Two days later he was buried in Piney Grove Cemetery at Swannanoa. A memorial service followed at Black Mountain Presbyterian Church, with the Reverend H. Edwin Pickard, his college, seminary, and Orange Presbytery contemporary, officiating, assisted by Bill's son, the Reverend David Hayes Smith.

Bill's two children feel privileged to have shared life with such a fun-loving, dedicated Christian man and his wife. The older child, Nancy Smith Midgette, is chair of the Department of History at Elon College. Her husband, Charles, a consultant in the textile industry, continues the bookbinding craft learned from Helen and Bill. David is Minister of the Covenant Presbyterian Church, Jackson, Mississippi. He and his wife, an accomplished artist, are the parents of Bill and Helen's two grandchildren, Emma Ruth, 10, and Helen Rebecca, 5.

Today Salem Presbytery pays tribute to the life and testimony of one who lived by the Book. The Word of God was a lamp to his feet and a light on his path. He let his light shine before others, and they can give God the glory.

Written by the Reverend Jamie D. Stimson

John Handley led a prayer honoring the memory of both ministers.

PATHWAYS PRESENTATION

Nancy O'Dell led an entertaining skit announcing the upcoming Pathways event on Saturday, October 11, 1997, at the Parkway Presbyterian Church in Winston-Salem.

ADMINISTRATIVE COMMISSION FOR CRESTWOOD PRESBYTERIAN CHURCH

Angus McGregor, Moderator

Angus McGregor, Moderator of the Commission, brought the Presbytery up to date on the work of the Commission. The pastoral relationship between the church and the pastor was dissolved effective April 15, 1997. The Commission is working to help the church find a Stated Supply for four to six months. Then they will begin to determine the viability of the future of the church.

ADMINISTRATIVE COMMISSION FOR PROSPECT PRESBYTERIAN CHURCH

Larry Summey, Moderator

At the February 1, 1997, meeting, Salem Presbytery approved the formation of an Administrative Commission for the purpose of resolving a conflictual situation that had arisen at Prospect Presbyterian Church. Since the formation of the Commission, the following actions have been taken:

> The pastoral relationship between the Prospect Presbyterian Church and the pastor, the Reverend George K. Preston, III, was dissolved effective April 18, 1997. The Reverend Preston was given a three month's severance agreement with 1/2 paid by the Prospect Church and 1/2 paid by Salem Presbytery.
>
> Because of Mrs. Preston's position with the public school system, the Prestons were given permission to remain in the church manse until July 1, 1997, so that she could remain until the end of the school year. The Prestons have now vacated the Prospect manse and are presently residing in Tennessee.
>
> The Prospect Church was required to call an interim pastor, specifically trained in reconciliation and conflict resolution, for a period of not less than one year before a Pulpit Nominating Committee can be formed for the calling of a pastor. Presently a committee of the Prospect Session has been formed for the interviewing of interim candidates.
>
> The Associate Pastor, the Reverend Lisa T. Nelson, attended a four day seminar by the Alban Institute, "Conflict and Communication: Interpersonal Skill Development", and was assigned a Colleague in Ministry by the Committee on Ministry to assist her in her insights on the conflict and her ministry at Prospect.

> The Commission continues to work with the Reverend Preston on additional requirements in preparation for possible future ministry. Contacts with the Prospect Church continue as they search for a qualified Interim Pastor and as they seek to regain harmony and focus on their mission as the Church of Jesus Christ.

The Commission has been grateful for the cooperation of all parties involved and for the hospitality of the session and members of the Prospect Church during this unpleasant but necessary procedure.

ADMINISTRATIVE COMMISSION FOR HARMONY PRESBYTERIAN CHURCH

Jamie Pharr, Moderator

The Harmony Church Administrative Commission reports that the church property has been sold to the Northside Baptist Church for $80,000. The closing was held in Statesville on June 23 and 24 with some members of the Commission present. After payment of legal fees, the profit to Salem Presbytery realized from the sale was $79,340.

Having completed the work assigned to the Harmony Administrative Commission by Salem Presbytery, the Commission requests that it be dissolved.

ACTION:

8. The Minutes of the Harmony Church Administrative Commission will be admitted to the permanent Minutes of Salem Presbytery (Appendix D, pp. 149-165) and the Commission was dissolved with the Presbytery's gratitude.

DINNER

After opportunity to tour the Barium Springs Campus, those present returned to the inviting shade of the oaks at 6:00 p.m. for a delicious barbecue dinner and were entertained by The Front Porch Strings, a local Appalachian Folk Band.

FRIDAY EVENING

The Moderator reconvened the Presbytery at 7:00 p.m. at which time John Handley led those present in a hymn-sing. The Reverend Reid Montgomery led the prayer of dedication of the 2¢-A-Meal/Pennies Offering and the prayers of thanksgiving and intercession.

GREETINGS FROM EXCHANGE PASTOR

The Reverend Bryce Calder from Buckhaven, Fife, Scotland, brought greetings from Kirkcaldy Presbytery. Mr. Calder is serving the Sedgefield Church in an exchange program. The Reverend Jim Wilson, Sedgefield's pastor is in Scotland.

EVANGELISM PRESENTATION

Ron Bowie led a lively discussion on the book entitled, "Vision for A Vital Church".

EVENING PRAYERS/COMMUNION

The service of Evening Prayers and Communion was led by the Reverend Joe Spears. The Reverend Max Deal, Interim Pastor, Statesville First, preached the sermon entitled, "Reading Tea Leaves and Reaching the Healing Realm." Ms. Teresa Brown was the pianist.

Presbytery was adjourned for the evening to enjoy fun, fellowship, and ice cream under the oaks.

SATURDAY MORNING

A service of Morning Prayers was led by the Reverend Brian Rummage. Candidate for Ordination Erica Durham preached the sermon entitled, "When Confronted With A Prophet", from Mark 9:38-42. Mrs. Hilda Rimmer was pianist.

WORLDWIDE MINISTRIES CLUSTER

June Woodall, Moderator

SALEM PRESBYTERY TRAVELS TO MEXICO!

Thirty-four representatives from 13 different churches will travel to Mexico to continue work on the Christian Education Building of the Templo Presbiteriano del Divino Maestro in Jose Maria Morelos, Mexico. Twenty-two will go the week of August 2-9, sixteen the week of August 9-16. (Four will be there for both weeks**). Presbytery commissioned the following persons:

FIRST WEEK: Asheboro, First - Shirley Harrington**
Thomasville, First - Rev. Curtis Patterson and Hubert Wall
Bethany (Statesville) - Caitlin Boon
Faith - Kathryn Kelly and Patrick Pate
Mocksville - Amy Call, Nicki Davidson, Rev. Jamie Pharr, Spencer Pharr, Steve Pharr, Virginia Pharr
Oak Ridge - Ray Mims, Jamie Warwick, Debbie Torelli
Parkway - Becky Howery
Pine Hall - Robbie Paris, Leonard Hicks, and Chis Rodenbough
St. Paul (Greensboro) - Christie Leininger**, Erin Leininger**, and Jonathan Slaughter
Madison - Angie Mutch

SECOND WEEK: Greensboro, First - Nancy Coble
Asheboro, First - Shirley Harrington
Memorial - Christa Beck, Rev. Philip Beck, and Joe Lambeth
North Wilkesboro - Gordon Finley
Prospect - Colleen Kennerly
St. Paul (Greensboro) - Ron Ervin, David Lancaster, David Leininger, Jr., Christie Leininger, Erin Leininger, Chris Slaughter, Jonathan Slaughter, Brad Spencer, and Tammy Spencer

Among the 13 churches are 3 pastors, 3 nurses, and 12 who have been on Salem work trips before. Age range includes 10 under 21 years of age, 3 between 20 and 29, 8 between 30 and 39, 4 between 40 and 49, 3 between 50 and 59, and 6 between 60 and 69.

They have worked hard at getting orientated including a class on laying concrete blocks. Madison Presbyterian has donated to the tool fund. There has been a gathering of appropriate literature, etc., for the Bible School portion of the trip and Christie Leininger is taking a donated computer to the minister in Mexico. Christie and Chis Rodenbough have been the very able organizers of the trip.

BE READY to take an opportunity to hear from these enthusiastic folks on their return. They will be a great witness for all of us.

SALEM PRESBYTERY TRAVELS TO GHANA!

Six representatives of Salem Presbytery are going to Ghana this summer (four are official delegates**). They go from our Partnership Task Force to the Tease Agriculture and Development Project in the Afram Plains of Ghana. Rev. George Carpenter** will be there July 15 - August 14, Bob Kollar** July 22 - August 14, Charles** and Marion Cameron will leave August 13 and return September 14, and Wade** and Phyllis Carrigan leave August 13 and stay three weeks. Prospect Presbyterian is helping send two trunks of seeds and school supplies along with the Carrigans.

They will be visiting churches as well as giving encouragement and agriculture consultation in Kwahu Presbytery. They will attend management meetings, observe, and be able to report back to us on the current status of the project with details of current activities. BE READY to hear "all about great things" about God's work in Ghana upon their return.

CELEBRATION OF THE MINISTRY OF THE RANDOLPH PRESBYTERIAN CHURCH

Cynthia Kirkman and David Partington led the Presbytery in a moving service and litany of celebration for the life and ministry of the Randolph Presbyterian Church. Mrs. Jackie Hinesley, one of the first women elders to be elected to the Session, shared reflections on behalf of the congregation.

ADMINISTRATIVE COMMISSION FOR RANDOLPH PRESBYTERIAN CHURCH

Cynthia Kirkman, Moderator

The nine members of this Commission, elected by Salem Presbytery at its April, 1997 meeting, have met three times to carry out their assigned responsibilities. Minutes of those meetings have been submitted and will be attached to the permanent minutes of this body. Our work has been enriched by the participation of five members of the Randolph Presbyterian Church congregation.

During the congregational meeting on March 23, 1997, the vote was taken to request dissolution due to their decreasing membership and the sale of their property to McDonald's for the construction of a restaurant and store. The selling price of the property was $600,000, payable over four years.

At the request of the Session, the Commission authorized the distribution of $110,200 to fourteen various causes and two contributions to the work of Salem Presbytery this year.

The balance of the funds will establish a restricted Randolph Church Fund within Salem Presbytery "...giving first priority to small church redevelopment and the work of a project team appointed by the Church Growth and Enrichment Cluster to design and develop strategies appropriate for this work." (from minutes of the Commission, 7/13/97.) New Church Development will be a secondary priority of this fund.

The INTENT AND PURPOSE of this program, whose ideas were generated by members of the Randolph Congregation, seek to establish a program to aid small churches in such areas as leadership development, program planning, evangelism, visitation, resources, and needed financial undergirding.

Existing membership of the congregation has been disbursed to other Presbyterian congregations, remaining church records will be transmitted to the Division of History at Montreat, hymnbooks given to Little Joe's Church, and a speaker's stand has been placed in the conference room at the new office building of Salem Presbytery.

ACTIONS:

9. The Randolph Presbyterian Church was dissolved pending the completion of the legal procedures necessary for the dissolution of the Randolph Presbyterian Church, Archdale, NC, Inc., and the assignment and transfer of its remaining assets, including the contract with the McDonald's Corporation, to the Salem Presbytery Corporation.

10. The minutes of the Randolph Church Administrative Commission will be admitted to the permanent Minutes of Salem Presbytery (Appendix E, pp. 166-173) and the Administrative Commission was dismissed with Presbytery's gratitude, and Salem Presbytery was named the legal successor to receive funds and transact any subsequent business.

Other members of the Commission: Elders Bill Cleveland, Lewis Hinesley, Ken Lesley, Cora Massey; Ministers Mary McNeal, David Partington, Russ Ward, Scott Woodmansee; staff John Handley.

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE

J. David Kivett, Moderator

Presbytery proceeded with the examination of Candidates Erica Elizabeth Durham and Michael Richard Underwood. They have passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and have been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF ERICA ELIZABETH DURHAM

ACTION:

11. Presbytery approved the committee and floor examination and sermon of Erica Elizabeth Durham.

    a. Erica Elizabeth Durham, having transferred as a candidate from Sheppards and Lapsley Presbytery, was received so that she may accept the calls to serve as Pastor of the Hills and Pine Ridge Presbyterian Churches, Pilot Mountain, North Carolina. The effective date is July 1, 1997.

    b. Her credo which follows was approved:

    I believe in the Triune God: the Father, Son, and the Holy Spirit. I believe that God the Father created the world out of love for all creation. God promised, when the world was created, to sustain the world even in its broken and sinful state. God also promised to be in solidarity with all creation.

    I believe in Jesus Christ, the head of the church. I believe that Jesus Christ was fully human and fully divine and that at His death died for all the sins of the world. At the resurrection of Jesus we were shown God's victory over death which is our promise for the future. Jesus Christ came to unite all creation to God and was a living promise that the Kingdom of God is near. Jesus Christ is the Word by which creation was made, was redeemed, and continues to be the Word by which we live.

I believe in the Holy Spirit that comforts and sustains us. The Holy Spirit guides the church, individuals, and the world during this time before the Kingdom comes. Not only does the Holy Spirit lead us to faith, it also creates in us and is the inspiration for our faith to continue and grow.

I believe in the church, the body which Jesus Christ established and continues to rule. The church is the body called as a common priesthood to serve God and the world by the example of Jesus Christ. The members of the body of the church are called to uncommon callings in common vocations in uncommon ways as disciples. The church seeks to be the sign and symbol of Christ, ministering to the world that is broken and hurting, and witnessing to the love of God and God's compassion for all people. This community of faith is a unique witness of Christ's love in this fragmented world.

Not only are Christians called to have an intellectual faith, we are also to live out our faith. God touches us with a love that causes a response. Such a response is seen in both our individual and corporate lives. God seeks us out through Jesus Christ, claims us as disciples, and chooses us to work for God's glory.

c. Presbytery approved the establishment of a Pastoral relationship between Ms. Durham and the Hills and Pine Ridge Presbterian Churches, Pilot Mountain, NC, effective July 1, 1997; approved the Terms of Call (listed below); and the Calls were placed in her hands. The Committee on Ministry is satisfied that these congregations have complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering these calls.

HILLS

Salary	$9,800.00
Housing Allowance	3,255.00
Automobile Expense Reimbursement	1,550.00
Education/Book Reimbursement	350.00
Board of Pensions	3,654.00
Two weeks vacation	One week study leave

PINE RIDGE

Salary	$9,800.00
Housing Allowance	3,255.00
Automobile Expense Reimbursement	1,550.00
Education/Book Reimbursement	350.00
Board of Pensions	3,654.00
Two weeks vacation	One week study leave

d. That the following Administrative Commission be approved to ordain and install Ms. Erica Elizabeth Durham as Pastor of the Hills and Pine Ridge Presbyterian Churches at Hills Presbyterian Church, Pilot Mountain, North Carolina, on August 31, 1997, at 4:00 p.m

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Richard Newsome (Guest)	Preach the Sermon	Minister

Brian Rummage	Charge the Minister	Minister
Don Martinat/Debbie Brinkley	Charge the Congregations	Elders
Hervey Martin	Lead in Worship	Elder
Sandy Durham (Guest)	Prayer of Ordination	Elder
Charlie Durham (Guest)	Prayer of Installation	Minister

e. Ms. Durham was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF MICHAEL RICHARD UNDERWOOD

ACTION:

12. Presbytery approved the committee and floor examination and sermon of Michael Richard Underwood.

    a. Michael Richard Underwood, a candidate of Salem Presbytery, was received and will be ordained by Salem Presbytery and then dismissed to the Presbytery of Plains and Peaks to accept a call to the First Presbyterian Church, Berthoud, Colorado, effective July 15, 1997.

    b. His credo which follows was approved:

    I believe in the One Triune God, the God of Abraham, Isaac and Jacob, the God of the Disciples, the God of the Apostles and the God of you and I, one God, now and forever, eternal and sovereign. God created the world good and continues to be active in, through and upon God's creation. Human beings are created in imago Dei, God's image. God is reconciling the world through Jesus Christ. I affirm the "majesty, holiness, and providence of God who creates, sustains, rules and redeems the world in the freedom of sovereign righteousness and love." Through God's eternal love for each of us, God has made us heirs of the covenant with Jesus Christ. I believe in the incarnation of Jesus Christ, both fully human and fully God who came among us proclaiming God's reign, preaching, teaching, healing, living among people and being with people in their daily lives. This same Jesus was crucified, suffered the depths of pain and rejection, was sacrificed for the world's sins, died and was raised from the dead by God. Through this resurrection, Jesus' life was vindicated, the power of both sin and evil were broken, and death was forever changed, from death to life eternal. I believe in the Holy Spirit who calls forth our faith, leads, inspires, directs, guides, instructs and is daily present with us to give us strength, courage, empowerment and wisdom. The Holy Spirit calls us into community one with another so that Christ's message of love and reconciliation may be proclaimed. This Holy Spirit is God's ever faithful presence and power in the world.

    I believe we as believers and as a church confess our faith when we bear a present witness in the world to the grace of God in Jesus Christ. I affirm grace alone, faith alone and Scripture alone. Central to these beliefs are my affirmation to election, covenant life, stewardship and the call for all people to be ministers of Christ in working to transform society.

    Our knowledge of our faith and heritage is one of heart, head, and hand forming a triangle of love, knowledge and service. Christian faith is alive, vibrant and a living faith within a living tradition: one taken from church and used Tuesday afternoon as well as Sunday morning and one in which Christ becomes real for us. Called in many directions in our service to God, we are united through a common commitment of faith in Jesus Christ.

Two sets of words are foundational for me and guide my sense of ministry. The first set: gathering, proclaiming, response, and sending, comprise the four parts of Worship. The second set comprise essential words of The Eucharist: taken, blessed, broken and given. Priest, teacher and theologian, Henri Nouwen uses these words powerfully saying in our lives as Christians, we are called to be "bread for the world," bread that is taken, blessed, broken and given. These eight words guide my ministry, and I believe they are also our call as Christians, not just on Sunday, but daily. For me, these eight words taken together form a trinity of grace given from God to the people of God: Scripture, Sermon and Sacrament. The words are inseparably related: caring for others and sharing with others. There is a sense of "Come, Worship and Hear," followed by "Go, Do and Tell." With the Word of God written and revealed in Scripture, proclaimed and sent forth in Sermon, and demonstrated, signed, and sealed in Sacraments, we are nourished and fed by God who created all and is all. God stands with us, for us, among us, in us and through us in our mission as we bring the healing, reconciling, redeeming love of God to all of God 's creation.

I believe the church is the community of the faithful, those forgiven and those who forgive and who offer themselves daily in love and service to God. The church reaches out to the world with the message that "God cares about you personally and individually. God loves you. There is grace. There is hope and our hope is in Christ." The church acknowledges Jesus Christ as Lord, faithfully preaches the Word of God and administers the Sacraments: Baptism and The Lord's Supper.

I believe in the sovereignty of the Triune God in the authoritative revelation of Scripture, God's Word to us. The life, death and resurrection of Jesus Christ are foundational to my faith. Through the example of Christ's life His sacrificial death on the cross and the triumphs of victory and vindication at the empty tomb, we serve a Risen Lord who stands among us in our daily life calling us, loving us, sending us forth to continue the work that was begun so many years ago and promising us strength and accompaniment for the journey until Christ returns. God remains forever faithful to a sometimes faithless creation and people. I look to the fulfillment of all things and of dwelling with God forever. Nurtured and led by the Holy Spirit, we serve God knowing we are never alone. Grace has come. God who came for us, is with us still..always.

The model for our ministry is Jesus Christ who served with love and joy, who came among us, who gave, who comforted, who was with people in their daily situations, who gave His life and then through the miracle of the Resurrection...returned to be with God's people again for eternity. Christ showed us God. With unconditional love for all, through no merit of our own, Christ came to show us the way back to God. That was God's call to Jesus Christ and that is the heritage, the legacy and the call we, the present day disciples of Christ, are called to take. I believe in equipping God's people to do God's work. Christ has a message for today that is relevant, life-changing and life-affirming. That message is the transforming, redeeming love of Christ which is available to all through the marvelous all encompassing grace and love of God.

A minister's calling is to love God and God's people: to be with them and for them; to serve God and then through life's joys and sorrows, triumphs and disappointments. A minister is one to turn to, feel secure with, and trust; one who is human, and one convinced the power and presence of the Risen Lord stand with us daily in our faith pilgrimage. Through a ministry of preaching, teaching, Sacraments and pastoral care, as a Pastor, I will strive to serve God's people with love, compassion, grace and faith upholding the Lordship of Jesus Christ.

c. That the following Administrative Commission be approved to ordain Mr. Michael Richard Underwood at Fellowship Presbyterian Church, Greensboro, North Carolina, on August 3, 1997, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Cynthia Higgins	Preside & Propound the Constitutional Questions	Minister
M. Gray Clark	Preach the Sermon	Minister
James E. Hull (Guest)	Charge the Minister	Minister
Addison Hill	Charge the Congregations	Elder
Ruth Lenger	Lead in Worship	Minister
Bob Herron	Prayer of Ordination	Minister
Louella Graves	Prayer of Praise Adoration	Elder

Presbytery proceeded with the examination of James William Dollar, Ann Anderson Letson, Stephen Bentley Lindsley, Donna J. McClellan, and Bernard L. Spielman, Jr. Each has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF JAMES WILLIAM DOLLAR

ACTION:

13. Presbytery approved the committee and floor examinations of James William Dollar in accordance with Book of Order G-11.0402.

    a. The Reverend James William Dollar was received into Salem Presbytery from St. Andrew Presbytery so that he may accept the call of the Presbyterian Church of the Covenant, Greensboro, North Carolina, effective September 15, 1997.

    b. His credo which follows was approved:

The Apostles' Creed and the Brief Statement of Faith are accurate summaries of what I believe, and I am not sure that I can say better what is already to be found there, but I offer the following "in my own words."

God--There is a saying: "Truth is found between the hands." On the other hand, the Scriptures are clear that "God is one" and, on the other hand, that God is revealed as Father, Son, and Holy Spirit. So, we talk about the unity of the Trinity--one divine nature in three persons experienced through their mutual relationship with each other. How this works exactly is beyond us. The transcendent God is "more than we can ask or imagine." God is mystery, surrounded by "deep darkness," who comes to us as Father, Son, and Spirit.

Christ--The New Testament says that Jesus is the image of God and that we are to be "conformed to the image of (Christ)." Jesus is both who God is and who we are called to be. The transcendent, unknowable, God becomes immanent and knowable in the person of Jesus, yet, the mystery remains. And we are called to participate in that mystery, through faith becoming "one with Christ," and living in ways that testify to the truth we have received and are endeavoring to understand.

Holy Spirit--The Spirit of God and the Spirit of Christ is the same Spirit at work within us to mold us into the church, the Body of Christ, enabling us to grow in our understanding of who God is and who God calls us to be.

The Bible--I cannot improve upon the statement in the *Book of Confessions* which says that the Bible is the "only rule of faith (where else are we to go for a clearer picture of what faith is?) and manners (where else are we to go for a clearer picture of what God wants of us?)" (G-1.0307).

Grace--Grace is the foundation of the universe. The grace of God at work in our lives draws us to God; enables us to come to life; nurtures us into full participation in the reign and realm of God; and allows us to become who God calls us to be.

The Church--The church is to be the visible expression of God's will upon the earth; the incarnation of the person of God; the "body of Christ." It is the fellowship of those who "once were lost but now (are) found, were blind but (who) now see." It is also the gathering of those who want to be found, who want to see. We who are the church are also at various stages on the way to being the church, and we need the church as it is to help us grow toward being the church as it is to be.

The Proclamation--Through Christ, we know a Great Secret: We are not alone. God is with us to restore us to relationship with God and to enable us to live toward the future that God has in mind for us. When we get to the end of our rope, God is there to help us change our minds about what is important; when our lives become hopelessly tangled, confused, unworkable and out of control, God is there to guide us in the work of compassion, to lead us in the way of peace. When we participate in the miracle of giving ourselves to God, the miracles multiply and the door opens to a life filled with stunning 0surprises and amazing wonders.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Dollar and the Presbyterian Church of the Covenant, Greensboro, NC, effective September 15, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$20,250.00
Housing Allowance	15,550.00
Automobile Reimbursement	2,980.00
Education/Book Reimbursement	1,000.00
Professional Expense Reimbursement	2,320.00
Utilities Reimbursement	2,600.00
Board of Pensions	10,738.00
Study Leave Reimbursement	1,200.00
Moving Costs	PROVIDED

Four weeks vacation   Two weeks study leave

d. That the following Administrative Commission be approved to install the Reverend James William Dollar as Pastor at Presbyterian Church of the Covenant, Greensboro, North Carolina, on October 26, 1997, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Allen	Preside & Propound the Constitutional Questions	Minister
Jeff Sockwell (Guest)	Preach the Sermon	Minister
Frank Dew	Charge the Minister	Minister
Julia Richmond	Charge the Congregation	Elder
Ann Jahnes	Lead in Worship	Minister
R. L. Powell	Prayer of Installation	Elder

e. Mr. Dollar was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ANN ANDERSON LETSON

ACTION:

14. Presbytery approved the committee and floor examination of Ann Anderson Letson in accordance with Book of Order G-11.0402.

    a. The Reverend Ann Anderson Letson was received into Salem Presbytery from Foothills Presbytery and her position as Chaplain Supervisor at North Carolina Baptist Hospital was approved as a "validated ministry in service beyond the jurisdiction of the church (G-11.0411).

    b. Her credo which follows was approved:

The texts for my ordination sermon, eleven years ago, were Jeremiah 31:7-9 and Revelation 21:1-5. The charge given me came out of the story of Ruth and Naomi. These biblical texts embody my statement of faith.

Jeremiah speaks about God's saving a remnant of what has been and the writer of the Book of Revelation speaks about God's continual creative and redemptive activity in our lives, what will be. My faith is anchored in God's saving and creating activity in my life.

I went to seminary when I was a 38 year-old woman who was spouse, mother, daughter, former pre-school teacher, and volunteer church worker. I took with me a faith that was like my grandmother's beautiful quilts - remnants of all these roles, pieced together with the new energy of a sense of call and firmly stitched by God into a new creation. This new creation contained the promise of God's presence throughout the challenging and sometimes painful journey ahead. God gave comfort and joy. I experienced a real sense of God's dwelling with me. I believe in God as Creator.

Pastoral Ministry is incarnational ministry. Led into ministry of pastoral care, I came to even deeper understanding of Jeremiah's great company of the suffering and God's redemptive acts in human history. Weeping and consolation are part of life. Revelation's New Jerusalem image is an image of hope. Pastoral care givers are bearers of hope. Jesus Christ is the bearer of hope to a needful world. I believe in Jesus Christ as Redeemer.

Supervision of pastoral education is a ministry of accompaniment. Walking together by brooks of water or wiping away tears of mourning are images of shared experience. Guiding another's learning can be a place of holy encounter as both supervisor and student struggle to understand God's presence and activity in the student's life. We are not alone or without comfort on this journey together. I believe in the Holy Spirit as Sustainer.

Ruth and Naomi's story is a story of hospitality and inclusivity. Each in her own time was a stranger in the other's land. Each in her own way was a hospitable welcomer to the other. On my own journey in ministry I can identify with both being the stranger and being the welcomer. Ruth's promise to Naomi and Naomi's care of Ruth back in Judah are powerful images for me of God' s acceptance of who we are and God's call to us to be inclusive of the children of God in our midst. My faith is an inclusive faith out of which I pray and hope for the gift of discernment in living out God's will for me.

c. Ms. Letson was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF STEPHEN BENTLEY LINDSLEY

ACTION:

15. Presbytery approved the committee and floor examination of Stephen Bentley Lindsley in accordance with Book of Order G-11.0402.

   a. Stephen Bentley Lindsley was received into Salem Presbytery from New Hope Presbytery so that he may accept the call to be Associate Pastor of the First Presbyterian Church, Lexington, North Carolina, effective August 1, 1997.

   b. His credo which follows was approved.

I believe that all authority in heaven and on earth lies with God, who reveals God's self in the persons of the Father, Son and Holy Spirit. In creation, God made humankind and all the world's surroundings. God has a divine plan for the creation and the whole cosmos, in past, present and future.

I believe that Jesus Christ, God's only son, lived among us on earth. I see Christ as *Redeemer,* one who reunites us with God and does for us what we cannot do for ourselves. I see Christ as *Sustainer,* being present to us today through the Holy Spirit. Christ's presence is everywhere - among the happy and sad, the content and the persecuted, the healthy and suffering in our world. In Christ we see the total essence and presence of both God and humanity. The mystery which surrounds the incarnation is a testimony to the character of our salvation - since Jesus is both and fully divine and human, all humanity has the potential to be in right relationship with God through Christ.

I believe that the Scriptures originated from the "logos" of God and serve as a testimony to the people of God down through the centuries. The scriptures guide us as we strive to be the people of God in word and deed. This Word is also a testimony to the Word of God made incarnate in our Lord and Savior Jesus Christ.

I believe we were created by God for good and that our current state of being in sin is not what we were intended to be. We are "Imago Dei" - created in the image of God. Sin distorts our view and has brought about a situation where we fall short of what God expects of us as individuals and as the community of faith. I believe that we do not have it in our power to do good on our own, and that the only way we can hope to live in light of our original created state is in communion with God through Jesus Christ. We rely totally on God's grace for our justification and sanctification.

I believe that the Church is the body of Christ, called together by God to be a witness to the Gospel. Throughout the history of the church, along with our confessional heritage, the Church serves to gather the people of God into community for worship, praise, and for sharing the Good News of Jesus Christ to a broken world. Through Christ and the power of the Holy Spirit, we live as the body of Christ here on earth, seeking to do the will of God.

I believe that the two sacraments of the church, baptism and the Lord's Supper, are both a sign and seal of our belonging to God and in communion with Christ. Through baptism we are engrafted into Christ and into the church as members in the body of Christ. Through the Eucharist we engage Jesus' death and resurrection and walk in the newness of life. These sacraments have been set apart by Christ to the church, to be carried out not simply as ritual but as a life-engaging reality in the community of faith.

Finally, I believe that Jesus Christ will come again. We do not know the time or place in which this will occur, nor do we know what it will look like. What we *can* be confident in is the end of all hurt and suffering in the world, all division and segregation, all pointing toward God's future heavenly reign here on earth. We currently live our lives in that hope, nurturing our own faith as a community, and spreading the Good News through local and worldly mission. With a confident voice we proclaim the gospel with our hands, head and heart: "Jesus Christ is Lord of all!"

c. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Lindsley and the First Presbyterian Church, Lexington, North Carolina, effective August 1, 1997; approved the Terms of Call (printed below); and the call was placed in his hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the *Book of Order* (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$20,490.00
Housing Allowance	10,900.00
Automobile Reimbursement	
Education/Book Reimbursement	1,000.00
Board of Pensions	8,610.00
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave

d. The following Administrative Commission was approved to install Mr. Stephen Bentley Lindsley as Associate Pastor at First Presbyterian Church, Lexington, North Carolina, on September 21, 1997, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Janice Welborn	Preside & Propound the Constitutional Questions	Elder
Byron Wade (Guest)	Preach the Sermon	Minister
Maggi Henderson	Charge the Minister	Minister

Brian Rummage	Charge the Congregation	Minister
Dennis Sebesan	Lead in Worship	Minister
Perry Call	Lead in Worship	Elder
Esther Preston	Prayer of Installation	Elder

e. Mr. Lindsley was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF DONNA J. MCCLELLAN

ACTION:

16. Presbytery approved the committee and floor examination of Donna J. McClellan in accordance with Book of Order G-11.0402 upon her affirmative answers to constitutional questions.

a. The Reverend Donna J. McClellan was received into Salem Presbytery from the Evangelical Presbyterian Church so that she may accept the call of the First Presbyterian Church, Winston-Salem, North Carolina, effective July 7, 1997.

b. Her credo which follows was approved:

I believe in the one true God, Maker of heaven and earth, the creator and sustainer of all things. God exists in three eternal persons–the Father, the Son, and the Holy Spirit, is infinite, totally perfect and sovereign.

God became incarnate, born of the Virgin Mary, conceived by the Holy Spirit. God lived among us in the person of Jesus Christ, who was both fully human and fully God. As atonement for our sins, Jesus Christ died on the cross and rose bodily from the dead on the third day. Jesus ascended into heaven, and serves as our High Priest and Mediator at the right hand of God.

Jesus came that we might know how to live and that we as finite beings might know the infinite living God.

I believe that the Holy Spirit is able to convict us of sin, reveal truth to us, and draw us to Christ. The Holy Spirit dwells in our hearts, guides us and seals us until the return of Christ.

I believe that all Scripture is self-attesting and requires our absolute submission in all areas of life. The Bible is uniquely and fully inspired by the Holy Spirit and is the supreme and final authority on all matters on which it speaks.

Because our sins have estranged us from God, our salvation is wholly dependent upon the work of God's free grace. We are saved by grace alone through faith and repentance of our sins. We are then justified and credited with God's righteousness and made to be children of God and heirs of eternal life.

All persons who put their faith in Jesus Christ and the sanctifying work of the Holy Spirit make up the body of Christ and the true Church. Although imperfect, the church exists in local congregations for the preaching of the Word, the administration of the sacraments, worship, fellowship and service. The sacraments are the signs and seals of the blessing of God, expressly ordained by Christ. The sacrament of baptism signifies our acceptance into the body of Christ, and as we celebrate the Eucharist, we remember Christ and the new Covenant, looking forward to the return of Christ. Christ will come again personally, visibly and bodily to judge the living and the dead.

As a follower of Christ and as a pastor, I am under the authority of Scripture and the polity and discipline of our Church. I believe in the priesthood of all believers, the connectional nature of our Church and our representative system of government.

c. Presbytery approved the establishment of an Associate Pastoral relationship between Ms. McClellan and the First Presbyterian Church, Winston-Salem, North Carolina, effective July 7, 1997; the Terms of Call (printed below) were approved; and the call was placed in her hands. The Committee On Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$34,710.00
Housing Allowance	20,000.00
Automobile Expense Reimbursement	IRA rate
Education/Book Reimbursement	1,000.00
Board of Pensions	15,319.00
Moving Costs	Up to 4,000,00
Four weeks vacation	Two weeks study leave

d. The following Administrative Commission was approved to install the Reverend Donna J. McClellan as Associate Pastor at First Presbyterian Church, Winston-Salem, North Carolina, on September 7, 1997, at 6:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Esther Preston	Preside & Propound the Constitutional Questions	Elder
Russell Ritchel	Preach the Sermon	Minister
Bill MacDonald	Charge the Minister	Minister
Steve Lineberger	Charge the Congregation	Elder
Bill MacDonald	Lead in Worship	Minister
Jeff White	Prayer of Installation	Minister

e. Ms. McClellan was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF BERNARD L. SPIELMAN, JR.

ACTION:

17. Presbytery approved the committee and floor examination of Bernard L. Spielman, Jr. in accordance with Book of Order G-11.0402.

    a. The Reverend Bernard L. Spielman, Jr. was received into Salem Presbytery from the Presbytery of Charlotte as a member-at-large.

b. His credo which follows was approved:

God came to me as a child in the form of loving parents and a small nurturing Presbyterian congregation in rural Hancock, Maryland. I am forever thankful to God and those people He chose to significantly influence my life in the Hancock Presbyterian Church.

I was baptized at Confirmation along with my parents. We became a part of the covenant family of the church through the visible sign and seal of the Sacrament of Baptism - an outward sign of the inward grace of God. God has continued to work in my life through Jesus Christ, not like Uncle Sam pointing a finger at me, but more like a most efficient magnet pulling me toward Him, keeping me in His charge.

The God of all creation has created us in His image. God is personal, and He reveals Himself as Father, Son and Holy Spirit. The God who creates and providentially sustains us is the God who redeems and forgives us in Christ and the God who works in our hearts as the Holy Spirit. Jesus Christ reveals to us the full and utter depth of what humanity is meant to be. He is the way, the truth and the life. Jesus Christ enables us to see God as He is and humankind as we need to be. It is, therefore, in a most humbling fashion, even though we are saved through God's grace, that I "work out my salvation in fear and trembling." I have the opportunity, through the work of the Holy Spirit, to share God's love, imparting His peace, seeking His justice, nurturing and supporting His children, through a continual ministry of presence in the church and the world.

The Bible is God's authoritative Word to guide us in our Christian living in the world to which He calls us to serve. Through the Holy Spirit in preaching, teaching and prayerful Bible study, the living word of the risen Christ is revealed in us as a means of grace. With conviction through word and deed, we share the grace in the church and the world.

As we live the Christian life, we grow continually with help from each other in the covenant community of believers in the Church through the life-giving support of the Holy Spirit. Much of my ministry has been centered in non-parish settings, but my life itself has been centered in church congregations, most recently First Presbyterian Church in Mooresville and Bethany Presbyterian Church in Statesville. We have grown together in the Lord through active participation in the world by seeking to bring God's light to bear on the values and activities we find there.

I have been called to be a servant of God in all of life. I am grateful that the Lord has called me to work where my abilities and interests have been helpful to meet the needs of God's world, first in family and child-caring ministries for thirteen years at The Presbyterian Home in Lynchburg, Virginia, and at Barium Springs Home for Children, and most recently at Mooresville Middle School as a teacher and coach. Currently, I am involved with a tent-making ministry with the congregation of Bethany Presbyterian Church in Statesville. I also continue to be spiritually enriched by my wife, Delores, and our two children, Erin and Matt.

The Christian pilgrimage is a continual searching, growing and struggling faith involvement with Jesus Christ our Lord as we seek to live as He would have us to live and to do as He would have us to do. We are called to celebrate and remember this mission in the Sacrament of Holy Communion. In the symbolic use of bread and wine, we commune with the risen Christ who gives Himself for the nourishment of our Christian life. Being assured of His forgiveness and sustaining love, we renew our dedication to serve Him. "In the beginning was the Word, and the Word was with God, and the Word was God...And the Word became flesh and lived among us, and we have seen His glory, the glory as of the Father's only Son, full of grace and truth." (John 1:1,14)

c. Mr. Spielman was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

MINISTRY CLUSTER

COMMITTEE ON MINISTRY
Jim Rissmiller & Hervey Martin, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of First Presbyterian Church, Burlington, North Carolina, in securing the Reverend Louise Farrior to serve as Interim Associate Pastor for a one-year period from February 1, 1997, to January 31, 1998.

2. Concurred with the action of the Session of First Presbyterian Church, Mocksville, North Carolina, in securing the Reverend Jamie B. Pharr to serve as Interim Pastor for a one-year period from August 21, 1997, to August 21, 1998.

3. Concurred with the action of the Session of Third Creek Presbyterian Church, Cleveland, North Carolina, in securing the Reverend H. Earl Woodall, to serve as Interim for a six-month period from June 1, 1997, to November 30, 1997.

4. Concurred with the action of the Session of Bethel Presbyterian Church, Greensboro, North Carolina, in securing the Reverend Lucius Gray to serve as Interim Pastor for a-one-year period from June 1, 1997, to May 31, 1998.

5. Concurred with the action of the Session of Taylorsville Presbyterian Church, Taylorsville, North Carolina, to renew the Reverend Jeff Smith as Interim Pastor for a one-year period from June 1, 1997, through May 31, 1998.

6. Concurred with the action of the Session of Elkin Presbyterian Church, Elkin, North Carolina, in renewing their Interim Pastor relationship with the Reverend Tom Bagnal for a one-year period from August 1, 1997, to September 30, 1998.

7. Concurred with the action of the Session of Guilford Park Presbyterian Church, Greensboro, North Carolina, in securing the Reverend David Cameron to serve as Interim Associate Pastor for a six-month period from July 7, 1997, to January 6, 1998.

TRIENNIAL VISITATIONS FOR 1997

8. Triennial Visitations for 1997 have been reported (Appendix F, p. 174).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

MINISTER TRANSFERRING TO ANOTHER PRESBYTERY

1. The Reverend Holly Diane Hayes was transferred from Salem Presbytery to Pittsburg Presbytery to accept a call to the Fox Chapel Presbyterian Church of Pittsburgh, Pennsylvania, effective May 1, 1997.

DISSOLUTION OF RELATIONSHIP

2. Dissolved the Parish Associate relationship between the Reverend Patricia R. Stewart and the First Presbyterian Church, Lexington, North Carolina, effective June 30, 1997.

3. Dissolved the relationship between the Reverend Murv' Gardiner and the North Wilkesboro Presbyterian Church, Wilkesboro, North Carolina, for the Wilkes Chapel Presbyterian Church, Wilkesboro, North Carolina, effective May 15, 1997.

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

4. The Reverend James Wilson was granted permission to labor outside the bounds of Salem Presbytery while moderating a session at the Church of Scotland from June 24, 1997, to August 5, 1997.

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

5. The Reverend Bryce Calder a member of Kirkcaldy Presbytery of the Church of Scotland, was granted permission to labor inside the bounds of Salem Presbytery in a pulpit exchange at the Sedgefield Presbyterian Church, Greensboro, North Carolina, from June 24, 1997, to August 5, 1997.

0 6. The Reverend Louise Farrior, a member of Grace Presbytery, was granted permission to labor inside the bounds of Salem Presbytery for a one-year period from February 1, 1997, to January 31, 1998.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

ACTIONS:

HONORABLE RETIREMENTS

18. Presbytery concurred with the request of the Reverend Patricia F. Stewart to be honorably retired effective June 30, 1997, and a retirement service will be held at the October meeting of Presbytery.

RECOMMENDATION FOR COMPENSATION FOR 1998

19. Presbytery approved no change in minimum salary requirements for 1998. Minimum salary figures will be the same as 1997.

20. The Reverend Lucius Gray was appointed Moderator of Session for the Bethel Presbyterian Church, Greensboro, North Carolina.

STATED SUPPLY RELATIONSHIP

21. The Reverend Murv' Gardiner was appointed Stated Supply at the Reid Memorial Presbyterian Church, Mooresville, North Carolina, for a one-year period from May 4, 1997, to April 30, 1998.

VALIDATION OF MINISTRY

22. The work of the Reverend Ann Anderson Letson as Chaplain Supervisor at North Carolina Baptist Hospital, Winston-Salem, North Carolina, was approved as a "validated ministry in service beyond the jurisdiction of the church" (G-11.0411), and that her examination be sustained and that she be received into membership of Salem Presbytery.

CHANGES IN TERMS OF CALL

23. The following 1997 Change in Terms of Call were approved as the record of Salem Presbytery:

NAME:	CHURCH:	LOCATION:
Robert M. Howard	Centre	Mooresville

32,042.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Education
4,304.00	Manse Allowance	1,517.00	Auto. Expense
		4 weeks Vacation	
		2 weeks Study Leave	
36,346.00	Total Salary		2 Years In Position

COMMITTEE ON PREPARATION FOR MINISTRY

Maggi Henderson/Russ Ritchel, Co-Moderators

Maggi Henderson, Co-Moderator, presented the report of the Committee on Preparation for Ministry.

ACTION:

24. Salem Presbytery enrolled James Coone, St. Andrews Presbyterian Church, as a Candidate for the Gospel Ministry under the provisions set forth in Book of Order G-14.0304 and G-14.0305.

REPORT OF THE STATED CLERK

SESSION RECORDS REVIEW

118 churches presented their 1996 records for review at workshops held in April and May. 79 were approved, 39 were approved pending corrections or additions.

Those Approved included:

Alamance, Bethel, Bethesda (Ruffin), Bethesda (Statesville), Bixby, Buffalo, Burlington First, Calvary, Cameron, Church of the Covenant, Church of the Cross, Clemmons, Collinstown, Cooleemee, Covenant, Cross Roads, Eden First, El Bethel, Fellowship, Fieldstone, Fifth Creek, Forest Hills, Forest Park, Francisco, Franklin, Freedom, Graham, Greenwood, Guilford Park, Gulf, Hawfields, High Point

First, Highland, Hills, Jamestown, Kernersville First, Korean First, Lansing, Lexington First, Lexington Second, Lloyd, Logan, Love Valley, Mocksville Second, Mooresville First, Mount Vernon Springs, New Creation, New Salem, Oak Ridge, Old Town, Parkway, Pilot Mountain First, Pittsboro, Pleasant Grove, Salisbury First, Shallowford, Shiloh (Statesville), Smyrna, Speedwell, Spencer, St. Andrews, St. James, Starmount, Statesville First, Stoneville, Stony Creek, Taylorsville, Third Creek, Thomasville, Thyatira at Mill Bridge, Trinity (Salisbury), Trinity (Winston-Salem), Vandalia, Westminster (Burlington), Westminster (Greensboro), Winston-Salem First, Yadkin United, Yadkinville, Yanceyville.

Those Approved Pending, included:

Allen Temple, Asbury, Asheboro First, Baird's Creek, Bethany (Graham), Beulah, Boone First, Centre, Concord, Danbury Community, Dogwood Acres, Elkin, Elmwood, Faith, Flat Rock, Griers, John Calvin, Joyce, Madison, Mebane, Mount Tabor, North Wilkesboro, Pine Ridge, Prospect, Randolph, Reidsville First, Riverview, Rumple Memorial, Sedgefield, Shady Side, Shiloh (Burlington), Siler City, Springwood, St. Paul (Greensboro), Tabor, Trinity (Elon College), Unity, Wentworth, Whispering Pines.

Those Not Presented included:

Bethany (Statesville), Boonville First, Cleveland, Clio, Community in Christ, Crestwood, Dellabrook, Ebenezer, Edward Webb Memorial, Fairmont, Glendale Springs, Glenwood, Grace, Greensboro First, Hope View, Immanuel, Laurel Fork, Little Joe's, Memorial, Milton, Mocksville First, Mount Airy First, Mount Jefferson, Mount Vernon, Oakland, Oakview, Old Providence, Peak Creek, Piedmont, Pine Hall, Red House, Reid Memorial, Salisbury Second, Sandy Ridge, Southminster, Sparta, St. Paul (High Point).

1993, 1994, and 1995 Records Presented:

Bixby	Approved

1995 Records Presented:

Baird's Creek	Approved, Pending

REMOVAL OF INQUIRER

In accordance with Book of Order G-14.0312, Katrina Gepford-Foster has been removed from the roll of Inquirers.

ADMINISTRATIVE COMMISSIONS

In accordance with the Book of Order (G-9.0502 and G-9.0505) the following matters involving minutes and decisions of Administrative Commissions will be included in the Permanent Minutes with the Stated Clerk's Report:

a. Crestwood Presbyterian Church
b. Prospect Presbyterian Church
c. Harmony Presbyterian Church
d. Randolph Presbyterian Church

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Fifth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Stewart at 11:18 a.m. The next Stated Meeting will be held on Tuesday, October 21, 1997, at the Westminster Presbyterian Church, Greensboro, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-FIFTH STATED MEETING
BARIUM SPRINGS HOME FOR CHILDREN
BARIUM SPRINGS, NORTH CAROLINA

DOCKET

July 18-19, 1997

Name Tag Color Code:

Elder Commissioners	yellow dot
Ministers	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**
Numbers in parenthesis ( ) correspond to numbers in Packet materials

FRIDAY, JULY 18

9:00 a.m. REGISTRATION

"GIG" (Good Ideas for Growth)
  Cokesbury Book Store all day

***10:00 CALL TO ORDER/OPENING PRAYER** *Moderator Pat Stewart*

(1.1) MORNING PRAYERS *Gray Clark, Liturgist*
  Preacher: Michael Underwood (Ordinand)

10:25 ORGANIZATION OF PRESBYTERY *Moderator Pat Stewart*
  Quorum
(2.1) Docket *Mack Dagenhart*
(3.1) Omnibus Motion *Mack Dagenhart*
  Welcome
  Moderator's welcome to any corresponding members present and elders attending for the first time
  Greeting from Ecumenical Visitor
    The Reverend Jerry Hallman, Pastor, Mooresville ARP Church
(4.1) Communications *John Handley*

10:45 INTRODUCTION TO THE MINISTRY OF BARIUM SPRINGS HOME FOR CHILDREN *Skip Stansell*

11:00 **(5.1)** COUNCIL CLUSTER *Mack Dagenhart*
Function Groups:
  Budget & Finance *Dick Orr*
  - 1998 Budget
  - Fund Raising Campaign for Church Development and Campus Ministry

  Personnel *Bob Finley*
  - Annual review - Willie Garvin
  - VIM search reminder:
    Hunger Action Enabler
    Evangelism Enabler

11:45		GOOD NEWS FROM OUR CHURCHES Eden First Alternative worship Spencer Bridge to the World Grace Interdenominational Revival/Catholic-Protestant Gathering Korean First Korean War Veterans	
12:10		A WORD FROM PAUL RANSFORD	
***12:15**	**(6.1)**	**RETIREMENT CELEBRATION** The Reverend A. B. Plexico	*Mike Warren*
***12:30 p.m.**		**LUNCH/"Table Talk"**	
1:30	**(7.1)**	SALEM OFFICE UPDATE	*Doug Aitken*
1:45	**(7a.1)**	REPORT OF GENERAL ASSEMBLY COMMISSIONERS	*Commissioners*
2:45		PRESBYTERIAN/LUTHERAN RELATIONSHIPS The Reverend Mr. James Lockley, Pastor, Alamance Lutheran Church	*Bob Freeman*
2:55	**(8.1)**	SHALOM CLUSTER	*John Wilkerson*
3:15	**(9.1)**	CHURCH GROWTH & ENRICHMENT CLUSTER	*Ron Bowie*
3:35		MEMORIALS FOR DECEASED MINISTERS	
	(10.1)	The Reverend Herbert H. Culler	
	(11.1)	The Reverend William R. Smith, III	*Jamie Stimson*
3:50		EDUCATIONAL MINISTRIES CLUSTER PATHWAYS PRESENTATION	*Nancy O'Dell*
4:10		REPORTS OF ADMINISTRATIVE COMMISSIONS	
		Crestwood Presbyterian Church	*Angus McGregor*
	(12.1)	Prospect Presbyterian Church	*Larry Summey*
	(12a.1)	Harmony Presbyterian Church	*Jamie Pharr*
4:30		CAMPUS TOUR - Guided by Barium Springs Home staff Cottage School Museum	
***6:00**		**DINNER ("Barbecue Under the Oaks at Little Joe's" with Appalachian Folk Music)**	
7:00		HYMN-SING	*John Handley*
7:15		PRAYERS OF THANKSGIVING/INTERCESSION 2¢/PENNIES OFFERING	
7:20		GREETINGS FROM THE REVEREND BRYCE CALDER Exchange pastor at Sedgefield Church from Buckhaven, Fife, Scotland, Kirkcaldy Presbytery	
7:25	**(Booklet)**	EVANGELISM PRESENTATION	*Ron Bowie*
8:10	**(13.1)**	EVENING PRAYERS/COMMUNION Preacher: The Reverend Max Deal	*Joe Spears, Liturgist*
8:55		ICE CREAM SOCIAL (Including Children and Staff from Barium Springs Home)	

SATURDAY, JULY 19

*9:00 a.m.	**(14.1)**	**MORNING PRAYERS** Preacher: Erica Durham (Ordinand)	*Brian Rummage, Liturgist*
9:25	**(15.1)**	WORLDWIDE MINISTRIES CLUSTER Commissioning of Mexico Work Trip Participants	*June Woodall*
9:40	**(16.1)**	CELEBRATION OF THE MINISTRY OF RANDOLPH PRESBYTERIAN CHURCH	*Cynthia Kirkman*
		REPORT OF RANDOLPH ADMINISTRATIVE COMMISSION	*Cynthia Kirkman*
10:20		MINISTRY CLUSTER	
	(17.1)	Examinations Committee	*Mike Warren*
	(18.1)	Committee on Ministry	*Hervey Martin*
		Preparation for Ministry	*Maggi Henderson*
11:20	**(19.1)**	STATED CLERK'S REPORT	*John Handley*
11:30		ADJOURNMENT AND BENEDICTION	*Moderator Pat Stewart*

Announcements:

(20.1) Churches in Salem Presbytery Currently Seeking Ministers
(21.1) Fall Face-to-Face Event
(22.1) Small Church Salary Support Budget Hearings
Presbytery Evaluation Form (Yellow Sheet)
Vision for A Vital Church (Booklet)

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
July 18-19, 1997

A. Supporting information on minister changes:

1. From other presbyteries

- James William Dollar - Pastor, Church of the Covenant - from St. Andrew Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- Erica Elizabeth Durham (candidate) - Pastor, Hills and Pine Ridge - from Presbytery of Sheppards and Lapsley
  - Call Forms
  - Ordination/Installation Commission
  - Certificate of Transfer for Candidate
- Ann A. Letson - Member-at-Large - from Foothills Presbytery
  - Certificate of Dismissal (pending)
- Stephen Bentley Lindsley - Associate Pastor, Lexington First - from New Hope Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- Donna J. McLellan - Associate Pastor, Winston-Salem, First - from Evangelical Church of America
  - Call Forms
  - Installation Commission
- Bernard L. Spielman, Jr. - Member-at-Large - from Presbytery of Charlotte
  - Certificate of Dismissal

2. Within Salem Presbytery

- Michael Richard Underwood - Salem Candidate
  - Ordination Commission

B. Minutes of Ordination/Installation Commissions

1. Lou McAlister East
2. Samuel W. Henderson
3. Keith Alan Uffman

Reference: Ministry Cluster

C. Letter from Stated Clerk of Pittsburgh Presbytery regarding the Reverend George H. Wright laboring inside the bounds of Salem Presbytery.

Reference: Information

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF LOU McALISTER EAST AS ASSOCIATE PASTOR OF GRAHAM PRESBYTERIAN CHURCH, GRAHAM

The Commission appointed by Salem Presbytery to install Lou McAlister East as Associate Pastor of Graham Presbyterian Church, Graham, North Carolina, met at Graham Church April 27, 1997, at 3:30 p.m.. The meeting was called to order by William C. Weckerly. and he offered the opening prayer. The following members were present: Ministers Christopher East, Angus McGregor, William Weckerly, Dale Walker, Cynthia Higgins; Elders George Turner, Linda Mason, and Jerry Taylor. William Weckerly was elected Moderator and Chris East, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Dale Walker preached the sermon using as her text Psalm 133 and II Corinthians 5, and her topic, "Family Ties". William Weckerly propounded the constitutional questions to the minister. Jerry Taylor offered the prayer of installation. Lou McAlister East was declared duly installed as Associate Pastor of Graham Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Chris East charged the Associate Pastor, and Angus McGregor charged the congregation.

Lou McAlister East, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Chris East.

INSTALLATION OF SAMUEL W. HENDERSON AS PASTOR OF JAMESTOWN PRESBYTERIAN CHURCH, JAMESTOWN

The Commission appointed by Salem Presbytery to install Samuel W. Henderson as Pastor of Jamestown Presbyterian Church, Jamestown, North Carolina, met at Jamestown Church on April 20, 1997, at 2:00 p.m. The meeting was called to order by Mike Warren and he offered the opening prayer. The following members were present: Ministers Robert T. Henderson, David L. Henry, Lisa M. Mullen, A. Michael Warren; Elders Betty Glud, Eui H. Park, Clarajo Pleasants, and Betty Henderson. Mike Warren was elected Moderator and Clarajo Pleasants, Clerk of the Commission. Guest minister, Ben C. Johnson was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 3:00 p.m., the Moderator presiding. Ben C. Johnson preached the sermon using as his text I Corinthians 4:1-5 and his topic, "Stewards of the Mystery". Mike Warren propounded the constitutional questions to the minister. Clarajo Pleasants offered the prayer of installation. Samuel W. Henderson was declared duly installed as Pastor of Jamestown Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). David Henry charged the Pastor, and Lisa Mullen charged the congregation.

Samuel W. Henderson, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF KEITH ALAN UFFMAN
AS PASTOR OF ALAMANCE PRESBYTERIAN CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Keith Alan Uffman as Pastor of Alamance Presbyterian Church, Greensboro, North Carolina, met in the Pastor's Study at Alamance Church February 9, 1997, at 3:30 p.m. The meeting was called to order by Steve A. Martin, and he offered the opening prayer. The following members were present: Ministers Steve A. Martin, Jim Rissmiller, David Henry; Elders Sam Nelson and Richard Ladew. Steve A. Martin was elected Moderator and David Henry, Clerk of the Commission. Guest ministers Ernest T. Thompson, Jr., Presbytery of West Virginia, and Ernest T. Thompson, III, Presbytery of Providence, and guest elder H. P. Forbes of First Presbyterian Church, South Louisiana Presbytery, were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Ernest T. Thompson, Jr. preached the sermon using as his text I Corinthians 1:10-31 and his topic, "Life in the Church". Steve Martin propounded the constitutional questions to the minister. Jim Rissmiller offered the prayer of installation. Keith Alan Uffman was declared duly installed Pastor of Alamance Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). H. P. Forbes charged the Pastor, and Richard Ladew charged the congregation.

Keith Alan Uffman, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Steve Martin.

APPENDIX D

MINUTES
COMMISSION TO DISSOLVE
HARMONY PRESBYTERIAN CHURCH

September 21, 1993

Members of the Commission:

P	Howard Moore	P	David Lee-Andrews, Moderator
P	Carl Campbell	P	Dorena Stevenson
P	Marian Elam	P	Jamie Pharr
P	Don Hart	P	Margorie Swann
P	Steve Hundley		

Others: John Handley and Willie Garvin, Presbytery Staff

The meeting was called to order at 7:00 P.M. with an opening prayer by David Lee-Andrews.

David gave an overview of what the responsibility of this committee is according to the BOOK OF ORDER, following which John Handley was asked to review how we got to this point. "The request to dissolve the church came following the vote of the congregation to do so, following years of decline and very limited activity during the past year."

The purpose for this meeting is to determine whether/when to concur with the request of the Session to be dissolved.

Marian Elam presented the following statistics of the Church: present membership 12 on role; Sunday School attendance 5/6; Sunday morning service attendance 10.

Members who do not request a change in membership will have their names placed with a nearby church until such time as a change is requested.

A review of where things stand presently:

1. What is the best way to sustain the building? It was a consensus that we seek someone to serve as caretaker.
2. Presently in the treasury is about $3,500 with monthly income of $300 derived from manse rental.
3. Marian is willing to continue to serve as contact person for any concerns of the church.
4. David volunteered to serve as moderator of the session.

It was pointed out by John that there was no "rush" to dissolve the church, that it could lie dormant for awhile and we could get someone to take charge of the facilities--as long as the session is watching out for things, there is no rush to close the church, but some official action is needed.

ACTION: Following comments from members of the Harmony Session, Margie Swann moved that we concur with the wishes of the Harmony Presbyterian Church to dissolve the congregation. Seconded by Dorena Stevenson. By unanimous vote in the affirmative, and an expression of deep regret and concern for its members, the commission dissolved the Harmony Presbyterian Church. The Commission further pledged to stand by the members of the former congregation during this process to see that they are cared for personally, and that the building is cared for properly.

What happens now? Present treasurer was asked to continue to serve in this capacity until further notice.

Membership will be polled to ascertain what they want to do.

A letter from the Commission describing what has taken place and asking them where they want to have their membership placed will be sent as soon as possible. THE BOOK OF ORDER is to be cited in terms of membership.

Marian will bring official records of the church to the next meeting along with the church inventory.

The next meeting of the Commission will be held on Tuesday, October 19, 1993 at former Harmony Church Building beginning at 7:00 P.M.

There being no further business, the meeting was closed at 8:30 P.M. with prayer by Steve Hundley who asked special prayers for Marian as she prepares for surgery on Monday, September 27.

Willie Garvin, Recorder

RECEIVED SEP 30 1993

Concord Presbyterian Church
On the Taylorsville Road
Route 8 Box 152
STATESVILLE, NORTH CAROLINA 28677

Began Worship 1750-1755
Organized 1755

DAVID T. LEE-ANDREWS
Minister

REBEKAH E. LEE-ANDREWS
Dir. of Christian Ed.

September 24, 1993

The Rev. Mr. John Handley
Executive Presbyter/Stated Clerk
Salem Presbytery
P.O. Box 1763
Clemmons, NC 27012

Dear Rev. Mr. Handley,

This letter is to officially inform you of the action taken by the Administrative Commission of Salem Presbytery charged with the responsibility of the dissolution of the Harmony Presbyterian Church.

Meeting at 7 p.m. on the evening of September 21 the Commission, comprised of David Lee-Andrews, moderator; Steve Hundley, Dorena Stevenson, Marjorie Swann, Jamie Pharr, Marian Elam, and Don Hart, who were all in attendance, took the following action after much discussion over the issues at hand:

ACTION: Marjorie Swann moved that we concur with the wishes of the Harmony Presbyterian Church to dissolve the congregation. The motion was seconded by Dorena Stevenson and approved by unanimous vote in the affirmative with an expression of deep regret and concern for its members.

A copy of the minutes for the meeting, which include future plans, are included in this letter for your information.

I submit this report of the action of this Administrative Commission so that it might be included in the record of Salem Presbytery.

Thank-you for your considerable assistance in this matter, I am,

Yours in Christ's Service,

David T. Lee-Andrews

David T. Lee-Andrews, Moderator

cc:members of commission

Meeting of Harmony Presbyterian Commission
Dec. 2, 1993

1. Call to Order -- Open w/prayer by moderator

2. Updates:

   -- What is happening in community?
   -- What is happening with members?

3. Discussion of Issues:

   -- Review of Minutes from Session and Congregational meetings on issue of dissolution

   -- Review of treasurer's report

   -- Review of member's needs, ie. problems, transfers, etc. (church roll)

4. Property Issues:

   -- Care and maintenance

   -- Insurance

   -- Inventory

   -- Appraisal

   -- Disposal

5. Other issues & concerns

6. Adjournment

Minutes of
Harmony Administrative Commission
December 2, 1993

The meeting of the Harmony Administrative Commission was held on Thursday, December 2, 1993 beginning at 7:15 P.M. The meeting was opened with prayer by moderator, David Lee-Andrews.

Present were: Jamie Pharr, Dorena Stevenson, John Handley, Marion Elam, David Lee-Andrews, Marjorie, and Willie Garvin.

Marion Elam gave the Commission an update on what has been transpiring in the community since our last meeting--Communion table in the fellowship hall has been given to Oakridge NCD project. It was noted that many of the members of the former Harmony Presbyterian Church do not want their memberships transferred to another church. Former members are attending other churches, but want to be remembered as being lifetime members of Harmony Church.

David Lee-Andrews expressed the concerns of Mr. Carl Campbell, who is concerned that proper order/procedure had not been followed in the process of dissolving the church, particularly in the call for a meeting of the Session and Congregation.

Marion, former Clerk of Session, reported that the session meetings of the church did not follow usual order; most business of the session was conducted via the telephone. In early 1993, the session, through Marion, requested a meeting with representatives of the Presbytery to discuss the possible dissolution of the church. In March, John Handley, David Lee-Andrews and Willie Garvin met with the Session--Marion Elam, Carl Campbell, and John Moore--John agreed to preach on Sunday, April 11, after which a meeting of the congregation could be held. Following this meeting, telephone calls were made by session members and agreements made to hold a congregation meeting on April 18, 1993.

The Call to form the Commission was reviewed; it was agreed by consensus that the Commission was suggest ways of disposition of property and present to Presbytery for final approval.

A review of the Treasurer's report revealed that approximately $4,063.56 is in the Harmony Church Bank Account. Insurance on the property, but company has not been notified that the church is currently unoccupied.

The records indicated that there are 10 members on roll and 3/4 on the inactive roll.

David will write to all members of the church regarding membership and outlining procedures or next steps before assigning membership.

By consensus it was agreed that the Treasurer, Dorothy Conant, would be asked to close the bank account and turn proceeds over to the Presbytery Office.

By consensus it was agreed that the church would be left intact until suc time as some decision is made about the disposition of all property.

David had been approached about the possibility of operating a Day Care Center in the Church building. He was asked to get more information and present to the next meeting.

The apprasial of the Manse and Church revealed the following:

Value of the House	$62,500
Value of the Church	$125,000

The commission will present a proposal to the February meeting of Presbytery about the dissolution of Property of the church.

David will check with Mr. Moore about winterizing the church buidling. I he is not interested in this job, he was authorized to seek someone else.

There being no further business, the meeting was closed at 9:00 P.M. with prayer by John Handley.

Willie D. Garvin, Recorder

MEETING OF HARMONY PRESBYTERIAN COMMISSION
March 3, 1994

The Meeting was Called to Order and opened with prayer by Moderator, David Lee-Andrews. Present were:

Excused were: Rev. Jamie Pharr and Don Hart (?)

1. Moderator, David Lee-Andrews shared a Pastoral Letter which he sent to the members of the former Harmony Presbyterian Church concerning the status of their membership.
   It was noted that Bethany Presbyterian Church is willing to serve as host Church for those whose membership still stands in limbo.

2. It was moved, seconded, and approved that Murlene Keller's membership be transferred to the Cooleme Presbyterian Church at her request.

3. The motion was made, seconded and approved that Bethany Presbyterian Church hold the memberships of the former members of Harmony Presbyterian Church until such members choose to transfer to another Church.

4. Concerning the Property, David told the commission that a roofer has inspected the Church roof and will make necessary patch work on the roof when the weather permits. David brought the commission up to date on the Methodists' interest in using the Church building for a day care. The Methodist minister, Rev. Jeff Copley will be attending a conference in Raleigh, NC to find out the feasibility of starting a day care center. There are some questions concerning necessary renovations for opening a day care center in the existing facilities.
   In regards to the manse: Ms. Kelly Morris has moved out, showing not interest in buying the manse. Buddy Gaither, whose father helped to build the manse has expressed an interest in buying it, as well as, Carl Campbell, a former church member.
   David informed the commission that the manse was appraised at $62,500.00.

5. After some discussion concerning the sell of the manse, the motion was made, seconded, and approved to put the manse up for sale with a minimum sale price set at $52,500.00.

6. Motion was made, seconded, and approved that before the manse is turned over to a realtor, David will send a letter to the former members of Harmony Presbyterian Church informing them that the manse and property is for sale. Any former members who are interested should submit bids by April 15, 1994.

7. Other business included such information as:
   - The property insurance has been transferred to Presbytery. Willie Garvin will take care of such matters.
   - The Old communion table was donated to the Oakridge New Church Development Project.
   - A decision on the remaining furnishings would be deferred to a later day.

8. The next meeting of the Harmony Commission will be April 21, 1994.

John Handley closed the meeting with prayer.

Reverently Submitted,
Steve Hundley

Harmony Minutes

Feb. 21, 1995

Dear Willie,

The Harmony Presbyterian Church Administrative Commission met on Thursday February 16, 1995 at Concord Presbyterian Church. After a period of general discussion concerning the situation of the former Harmony Presbyterian Church and in consideration of the disposition of the assets of the church the commission took the following actions:

A: Concerning the former Harmony Presbyterian Church buildings and property:

1. To sell, if the way be clear, the buildings and property of the former Harmony Presbyterian Church, at a negotiated selling price determined by the Commission, to the Harmony Volunteer Fire Dept. with the understanding that the Sanctuary and front of the buildings would be left as is;

and if #1. proves to be impossible;

2. to list the buildings and property of the former Harmony Presbyterian Church commercially with Hunter Realty of Statesville, NC seeking a selling price of not less than $100,000.00. (The purpose of which is to sell the property at that amount or to ascertain the market value of the buildings and/or property.)

B: Concerning the proceeds from the manse of the former Harmony Presbyterian Church

1. In keeping with the best interests of the former Harmony Congregation to see that funds proceeding from the sale of their properties be used to the Glory of God and in the establishment of other churches; the Harmony Presbyterian Commission requests that the funds from the sale of the former Harmony Presbyterian Church manse, and the future sale of any other properties, be distributed to the Salem Presbytery Church Development Committee for the purpose of establishing a New Church Development in Iredell County, NC.

Please call with your input on where these actions need to go.
Thanks,

Dave Lee-Andrews

The Harmony Administrative Commission

August 22, 1996

AGENDA

1. CALL MEETING TO ORDER
   - BLESSING
   - LUNCH

2. QUICK REVIEW OF THE HISTORY OF THE HARMONY ADMINISTRATIVE COMMISSION

3. PURPOSE OF THIS MEETING:
   - TO PROCEED WITH THE SALE OF THE BUILDINGS AND GROUNDS OF THE FORMER HARMONY PRESBYTERIAN CHURCH

   a. Report on the status of the buildings
   b. Hear a report on the status of the former members
   c. Hear a report on the proposal to purchase the property:
   Cindy Castle – Hunter Realty
   d. Take action regarding the proposal

4. CONCLUDING ISSUES
   - report to the Council of Salem Presbytery

5. ADJOURNMENT

REPORT OF THE
HARMONY ADMINISTRATIVE COMMISSION
OF
SALEM PRESBYTERY
August 23, 1996

Members: Marjorie Swann, Dorena Stevenson, Don Hart, Rosemary Rector,
Jamie Pharr and David Lee-Andrews, Moderator

History:

The Harmony Administrative Commission of Salem Presbytery was established in the Spring of 1993 to deal with issues arising from conversations between the Harmony Presbyterian Church and Salem Presbytery concerning the decline of the congregation. After several meetings with the Session and membership of the church it became clear that the prevailing mood in the church was to allow it to be dissolved so that the membership could be free to leave and be involved in other, more active congregations.
The congregation of Harmony Presbyterian Church held meetings with Presbytery Staff and on April 18, 1993, at a duly called meeting of the congregation, voted to ask Presbytery to dissolve their congregation. Although, there was reluctance on the part of all and protest from at least one member, the action to concur with the wishes of the congregation to dissolve the congregation was heard by the Presbytery, the Commission was established and in action taken by the Commission on September 21st 1993 the Harmony Presbyterian Church was officially dissolved. This action was reported to the October 26, 1993 meeting of Salem Presbytery and the dissolution became effective on that date.

The initial charge to the Harmony Administrative Commission was to comply with the wishes of the Harmony Presbyterian Church concerning dissolution and then to deal with matters related to that dissolution. Further definition for its work was sought from the Commission in early 1994 regarding the disposal of the 'real property' of the former Harmony Presbyterian Church. Salem Presbytery further "authorized the Harmony Administrative Commission to act on behalf of Salem Presbytery in the disposal of the real church properties which belonged to the former Harmony Presbyterian Church."

Further actions of the Commission included the appraisal of the properties (manse and church buildings); the distribution of the membership to Presbyterian Church (USA) and congregations of other denominations in the area; the securing of building and grounds maintenance and insurance for the church properties; the listing and sale of the manse for $53,000.00; an action by the Commission to designate new church development in Iredell County, NC as the recipient of all proceeds from the sale of church properties; the leasing of the church buildings to "Northside Baptist Church" for their use as a new congregation in the Harmony area; the distribution of some 'personal property' in the church buildings including a set of commemorative dishes to former church members and friends of the congregation; after numerous attempts to see that the church buildings be used for community and or church purposes, including the possibility of a day care center and/or use of the church by the local Volunteer Fire Department it was determined that the church buildings and property be listed with Hunter Realty of Statesville, NC at $100,000.00.

Late in May of 1996 the Commission was informed that an offer of $90,000.00 had been made on the remaining property of the Harmony Presbyterian Church. Following consultation with the Northside Baptist Church who are leasing the property as to their desire to purchase it for their own use and determining that they were unable to do so the moderator of the Commission began the process of calling a meeting for the purpose of the final disposal of the real church property and the subsequent dissolution of the Harmony Administrative Commission.

Minutes of the August 22 meeting of the Harmony Administrative Commission:

The meeting of the Harmony Administrative Commission of Salem Presbytery was convened at the Szechuan Chinese Restaurant of Statesville, NC on Thursday August 22 at 12:30 p.m. The following members of the Commission were present: David Lee-Andrews, moderator; Jamie Pharr; Marjorie Swann; Don Hart; and Rosemary Rector. Cindy Castle, representing Hunter Realty of Statesville, NC, was invited to sit with the Commission in order to share a report.

The moderator stated the purpose of the meeting:

To proceed with the sale of the remaining buildings and grounds of the former Harmony Presbyterian Church and the way being clear to seek the approval of Salem Presbytery for the dissolution of the Harmony Administrative Commission.

After a report of the status of the former Harmony Presbyterian Church membership and properties the Commission heard a report from Cindy Castle concerning the sale of the church buildings and property. She reported an offer of $90,000.00 from Bud's Oil Company of Harmony (which owns property adjacent to the church property). She included in her report that the Northside Baptist Church and Bud's Oil had already agreed to a lease agreement, on the same terms they had with Salem Presbytery, to continue using the church property for their services and activities. It was also reported that the furnishings of the former Harmony Presbyterian Church, including the sanctuary and other rooms would be returned, to Salem Presbytery for its use should the church ever cease to be used for church purposes. A piano on loan to the church would be returned to its owner. Ms. Castle also reported to the Commission that after the realtor's commission, lawyer fees, title work, etc. that the proceeds to Salem Presbytery from the sale would be ca. $81,000.00.

Motion #1: Upon hearing the report commission member Don Hart moved that we accept the offer of Bud's Oil Company (upon the terms described in the above paragraph). The motion was seconded by Rosemary Rector. General discussion was held and the motion was put to a vote with the commission acting unanimously in the affirmative.

Motion #2: Don Hart moved that on the occasion of the church no longer being used for church activities and the furnishings being reverted to Salem Presbytery that the former members of Harmony Presbyterian Church be informed, if at all possible, to allow them to purchase and/or have at no cost when feasible, items found in the property; and that remaining furnishings (particularly sanctuary furnishings) be used for the work of Salem Presbytery or another congregation locally. Marjorie Swann seconded the motion, discussion was called for and the motion was passed unanimously in the affirmative.

Motion # 3: The chair entertained a motion that was made by Don Hart to petition the Council of and Salem Presbytery to dissolve the Harmony Administrative Commission "when the way be clear" to do so considering the finalization of the sale of the church property, as the commission has accomplished that which it was established to do. Swann seconded, discussion was called for and the motion was unanimously approved in the affirmative.

There being no further business for the Commission the meeting was adjourned.

This report and these minutes of the Harmony Administrative Commission are respectfully submitted by,

Dr. David T. Lee-Andrews, Moderator
August 26, 1996

Harmony Administrative Commission
Minutes

The Harmony Administrative Commission of Salem Presbytery met at Forest Park Presbyterian Church, Statesville, North Carolina on January 16, 1997 at 7:00 p. m.

Members present were the Rev. Jamie B. Pharr, the Rev. James Henderson, Ms. Rosemary Rector, Ms. Dorena Stevenson and Mr. Don Hart. The Rev. John Milholland was absent due to attending another committee meeting of Salem Presbytery, and Mrs. Marjorie Swann was absent due to the death of her mother.

Jamie Pharr opened the meeting with prayer. The first order of business was to elect a moderator. Jamie Pharr was unanimously elected. Dorena Stevenson was then elected as secretary. The moderator stated that James Henderson and John Milhalland were new members on the commission, replacing the Rev. David Lee-Andrews, former moderator of the commission, and the Rev. Steve Hundley both of whom had accepted calls outside of Salem Presbytery.

Ms. Pharr gave the historical development of the commission, stating that in September 1993 the congregation of the Harmony Presbyterian Church voted to cease being a church due to declining membership. Thus, the Harmony Administrative Commission was elected by Salem Presbytery to deal with matters arising out of the dissolution of the church, including disposition of the manse and the building and grounds of the church itself. The moderator briefly described previous commission actions for the benefit of new commission members. The present commission members agreed that the furniture remaining in the church would be included in the sale.

The Northside Baptist Church, which has been leasing the church from presbytery for quite some time, have expressed their desire to purchase the building and grounds. Don Hart made the motion that the Harmony Presbyterian Church property, building and contents be sold for Eighty Thousand dollars ($80,000.00) to the Northside Baptist congregation. James Henderson seconded the motion. The motion carried.

The commission authorized Jamie Pharr to communicate this decision to representatives of Northside Baptist Church after which they would be asked to confer,as need be, with the Harmony Administrative Commission of Salem Presbytery. If the offer is accepted, the commission would proceed with the sale and closing procedures.

The meeting was closed with prayer by the Rev. James Henderson.

Dorena Stevenson, Secretary

Harmony Administrative Commission
Minutes

The Harmony Administrative Commission of Salem Presbytery met at Carolina Cafe' & Donut, Statesville, North Carolina, on March 25, 1997 at 12:00 noon.

Members present were the Rev. Jamie Pharr, Moderator, the Rev. James Henderson, the Rev. John Milholland, Ms. Rosemary Rector, Ms. Dorena Stevenson, Mrs. Marjorie Swan, and Mr. Don Hart.

Following the opening prayer, Jamie Pharr, stated that on January 21, 1997 she communicated with Mr. Allen Barker of the Northside Baptist Church and related to him the commission's decision to offer the property to his congregation for $80,000.00. Mr. Barker promised to discuss this with his congregation and communicate their decision to Ms. Pharr.

On March 10, 1997 Jamie Pharr received other expressions of interest in the purchase of the property. The Harmony Church of God is interested in relocating. The moderator decided to first continue communication with the Northside Baptist Church until a more definite response was received from them before negotiating with a new party. On March 11th, the moderator received from the Northside Baptist Church an offer of $35,000.00. This offer was discussed by the commission.

A motion was made by Don Hart the Mrs. Pharr express to the Northside Baptist Church that $80,000.00 was the price set by the commission, that the commission would give them two weeks to communicate a decision concerning purchasing the property at this price. If they decline to purchase at this price, contact will be made with the Harmony Church of God pastor, Carrie Johnson, offering the property to her congregation on the same terms. This motion was seconded by James Henderson. The motion carried.

The meeting was closed with prayer by the Rev. Jamie Pharr.

Dorena Stevenson, Secretary

Harmony Administrative Commission
Minutes

The Harmony Administrative Commission met July 2, 1997 at Carolina Cafe' & Donut, Statesville, North Carolina at twelve noon.

Members present were the Rev. Jamie B. Pharr, Moderator, the Rev. John Milholland, Ms. Dorena Stevenson, and Mr. Don Hart.

Jamie Pharr opened the meeting with prayer. The commission heard a report describing the closing on the sale of the Harmony Presbyterian Church property. The property has been sold to the Northside Baptist Church. Commission members had been notified of and invited to the closing and some were present on that occasion. The closing was held in Statesville on June 23 through 24. After payment of legal fees, the profit to the Salem Presbytery realized from the sale was $79,340.00

Having completed the work assigned to the Harmony Administrative Commission by Salem Presbytery, we the members of that commission request presbytery's Council recommend that the Harmony Administrative Commission be dissolved by Salem Presbytery.

The meeting was closed with prayer by the Rev. John Milholland.

Dorena Stevenson, Secretary

RANDOLPH PRESBYTERIAN CHURCH
ADMINISTRATIVE COMMISSION
MINUTES - MEETING, MAY 18,1997

Present: Cynthia Kirkman, Moderator, Lewis Hinesley, Ken Lesley, Cora Massey, Mary McNeal, David Partington, Scott Woodmansee, John Handley and Bill Cleveland.
Absent and excused : Russ Ward

Meeting was opened with a devotion on Pentecost by the Moderator.

The Randolph Church was founded on January 18, 1948. Its current membership consists of 12 active members and 16 inactive. In a Congregational Meeting on March 23, 1997, the Congregation voted to dissolve. Their action was subsequently approved by Presbytery at the April 22, 1997 meeting and the above Administrative Commission elected to oversee this action.

John Handley outlined those items to be resolved and then after discussion, the following action was taken:

1 - The Randolph Session was authorized to distribute a total of $ 5000.00 to various benevolences which were of special concern to members of the congregation.

2 - The balance of the church's assets less any operating expenses , will be designated for new church development in Randolph County. This includes subsequent payments from McDonald's of $ 100,000 after the 1st year (October 1997), $100,000 after the 2nd year (October 1998), and $200,000 after the 3rd year (October 1999).If within 5 years from this date ,i.e., May 2002 , efforts to start a church in Randolph have not been successful, these funds will be available for new church development wherever needed within the Presbytery.

3 - The Commission requested that the Session prepare an inventory of personal property remaining after the sale of the church. Details on the $ 40,000 in bonds were also requested.

4 - In view of the fact that the Church has approximately $ 142,000 in their checking account, the Commission suggested that $ 100,000 be placed in a CD for 6 months or in a money market. Comparative rates should be sought . Ms. Willie Garvin at Presbytery should be contacted for advice.

5 - Concerning disbursement of the members, the Randolph clerk was asked to:

- a - Request that the Session purge the rolls of inactive members who have had no contact with the Church over a prolonged period.
- b - Ask current active members where they would like their membership transferred.
- c - If no preference is stated, inquire about having all memberships transferred

to one church on a temporary basis for ease of handling.

6 - A commemorative service in recognition and celebration of the ministry of Randolph Church will be held at the July 18,19. meeting of Presbytery. If members so desire, a similar service will be held on a local basis prior to that time in which all former members may be invited back. The Clerk is to advise as to their wish. David Partington and Ken Lesley agreed to work with Mac Foust in planning for these services.

7 - The Commission requested that the Church prepare a brief history of its life and mission highliting those thing for which it would like to be remembered. This to be used in the commemorative services.

8 - The Commission will require that an outside audit be conducted after all final expenses are paid. The Clerk was requested to secure a quote for the outside audit firm which the Church has used in the past.

9 - Final disposition of the Church's permanent records needs to be resolved.

10 - NEXT MEETING - Sunday, **June 8, 1997, 3:00 pm, First Church**, **High Point**

Meeting was closed with prayer by the Moderator.

Respectfully submitted,

Bill

Bill Cleveland, Clerk

ADMINISTRATION COMMISSION
RANDOLPH PRESBYTERIAN CHURCH
Minutes - June 8, 1997

The Administrative Commission met at High Point First at 3:00 pm. Members present were: Cynthia Kirkman, Moderator, Lewis Hinesley, Cora Massey, Mary McNeal, David Partington, Russ Ward, Bill Cleveland and John Handley. Scott Woodmansee was excused. Ken Lesley was absent.

Visitors from Randolph Church were : Billie and John Linton, Martin McPherson, and Jackie Hinesley.

A - Meeting was opened with a devotion by Russ Ward.

B - The minutes to the 5/18/97 meeting were accepted as distributed.

C - Lewis Hinsley distributed a current list of active and inactive members. The Randolph Session was urged to transfer those members requesting a move before July 19 th. Certificates for those members not indicating a choice by 7/19/97 will be sent to High Point First for future disposition.

D - The Randolph Church has expressed a preference for one service of celebration and recognition. This will be held at Presbytery on July 19th. Billie Linton was asked to work with David Partington, Ken Lesley and Mac Foust in planning for this service.

E - Financial Considerations

Plans for Church Growth and Development and a Tentative Suggested Distribution of Church Assets was distributed. Copies attached. John Linton lead the Commision through the Church's intent and purpose.

The Church is primarily interested in seeing a new program developed for assisting small churches in redeveloping. The need for strengthening Presbytery's program for redevelopment was acknowledged; however, it was questioned whether adding additional staff was the solution. The use of outside consultants such as the Alban Institute was discussed and tentative plans for using their services later this year were disclosed. After additional discussion , it was concluded that further study and thought were needed to resolve how best this objective could be achieved.

Regarding suggested distribution of assets, David Partington moved and Russ Ward seconded a motion that the Randolph Session be authorized to distribute the funds starting with Presbyterian Benevolences $23,000.00 through Hospice of Randolph County $ 4000.00 as shown on the attached page. Motion carried. this totals $110,200 in grants.

After visitors had left, the Commission agreed that the Church Growth & Enrichment Cluster be asked to propose a program which would help to strengthen

Presbytery' s redevelopment efforts and achieve the intent and purpose which the Randolph Church is seeking. The Cluster is scheduled to meet on July 8th and will be asked to address this at that meeting.

This Commission will meet again on July 13 ,1997 at 3:00 pm at the High Point First Church.

Meeting was adjourned with prayer by the Moderator.

Respectively submitted,

Bill

Bill Cleveland

Church Growth and Development

"Rejoice not over me, my enemy. When I fall, I will rise. When I sit in darkness the Lord will be a light to me." Micah 7: 8

Intent and Purpose

Money to establish a program to aid small Churches in the following areas:

1. Leadership Skills
2. Program Planning / Starting
3. Evangelism / Visitation
4. Resolving Difficulties
5. Providing resource people to stay connected with the Church for the period of time needed to enable them to fulfill their mission.
6. Financial support for this programs needs.

Staff Needed

Provide a person/s on a full-time/part-time basis to assess needs and provide resource person/s who is proficient in particular areas of need.
A list of resource persons within Salem Presbytery should be retained.

There is the possibility of teaming Churches — the larger with the resource person/s teamed with the Church with a need.

Possible Names for this Program

1. **Shepherds Staff (Enrichment) Program**
2. **Randolph Phoenix Program**
3. **Phoenix**
4. **SPARE (Salem Presbytery And Randolph Enrichment) Program**
5.

Randolph will designate money to this program for three years

Our prayer would be that those using and implementing the program, will do so prayerfully.
The Church needing aid should make specific time for prayer with unity of purpose.

excel

Tentative

SUGGESTED DISTRIBUTION / RAND. PRESBY. CHURCH ASSETS

In four Parts

$20,000 purchase price in bonds + $2,920 interest

$2920 Interest

$141,688 CASH ON HAND as of last reconcile

$164,608		$164,608	Fluid Figure
	New Program	$50,000	
	Salem Presbyter~~ian~~y Benevolences	$23,000	
	Bariun Sprngs Home for Children	$17,000	
	Barber Scotia College	$17,000	
	Salem Aid to Small Churches	$15,000	
	Habitat for Humanity: Memory of Jim Watkins: Church of the cross	$10,000	
	Salem Pennies for Hunger	$5,000	
	Carriage Lane Presbyterian Church, Missionary	$1,000	Done
	Presbyterian Historical Society at Montreat	$200	
	Meals on Wheels	$4,000	
	Salvation Army	$4,000	
	Duke Univ. Cancer Reasearch/ honor of Mac Foust	$2,000	
	Red Cross for local relief	$2,000	
	Grand Fork, ND Flood Relief	$2,000	
	Open Dloor Ministries	$4,000	
	Hospice of Randolph Cnty	$4,000	
	Emergency Money Left.........To Be Given To Presbytery General Fund	$4,408	Fluid Figure
	Grand Total Deductions	$164,608	
	Balance	$0	

$100,000 TO COME: FIRST YEAR	$100,000
Randolph New Church	-$50,000
Challenge Gift: One Year: If not met within one year, reverts to new program.	
New Program	-$50,000
Balance	$0

$100,000 TO COME: 2ND YEAR	$100,000
New Randolph Church (If first offer met)	$50,000
Challenge Gift: One Year: If not met within one year, reverts to new program.	
New Program	-$50,000
Balance	$0

$200,00 TO COME: THIRD YEAR	$200,000
New Randolph Church (If second offer met)	$100,000
Challenge Gift: One Year: If not met within one year, reverts to new program.	
New Program	-$100,000
Balance	$0

ADMINISTRATIVE COMMISSION
RANDOLPH PRESBYTERIAN CHURCH
Minutes- July 13, 1997

The Administrative Commission met at High Point First at 3:00 pm. Members present were: Cynthia Kirkman, Moderator, Lewis Hinesley, Mary McNeal, David Partington, Russ Ward ,Scott Woodmansee, John Handley and Bill Cleveland. Ken Lesley and Cora Massey were absent and excused.

Visitors from Randolph Church present were: Billie and John Linton and Jackie Hinesley.

A - Meeting was opened with prayer by the Moderator.

B - The minutes to the June 8, 1997 meeting were approved as distributed.

C - Report from the Church Growth and Enrichment Cluster was presented by Bill Cleveland. There was extensive discussion on this proposal to develop a program to assist small churches in revitalizing resulting in the following action:

1 - Dave Partington moved and Russ Ward seconded a motion that : " All assets resulting from the dissolution of this Church be designated as the Randolph Church Fund and be restricted for the use of small church redevelopment and new church development, with priority being given to redevelopment. " Motion carried.

2 - Bill Cleveland moved and Russ Ward seconded a motion that: " The Commission adopt the proposed action recommended by the Church Growth and Enrichment Cluster as amended (copy attached) . The Commission commend the Randolph Church for its' years of service and for their innovative approach to the use of their funds in the future. The Randolph Church can be proud of the fact that they have contributed $ 110,200 to 15 benevolences and provided approximately $ 450,000 for the redevelopment of small churches and for new church development. " Motion carried.

D - John Linton reported that $ 110,200 had been dispersed to 15 benevolences as authorized by the Commission at the June 8 meeting. The response which they have been getting from the recipients has been most satisfying.

E - Lewis Hinesley stated that few members had requested transfer of their church letters. He will work with Scott Woodmansee on those who are still undecided. The membership of those who have transferred will be reported to Presbytery.

F - David Partington presented plans for the service of celebration to be held at

Presbytery on July 19 at 9:40am. Two hymns will be sung, Cynthia will make some remarks (to be written by Ken Lesley) , Jackie Hinesley will tell the story of Randolph's ministry and David will prepare a litany. A brief history of Randolph Church was prepared by Billie Linton and will be part of the packet.

G - Lewis Hinesley prepared a list undisposed personal property which he shared with the Commission. He was asked to bring the church records to Presbytery Office and they will see that they are taken to Montreat for permanent storage.

H - Lewis was asked to contact Owen Cook and request that proper documents be drawn up to dissolve the Randolph Corporation and to appoint Presbytery as successor. McDonald's will also need to be notified that future payments are to go to Presbytery.

I - A final audit by an outside firm needs to be completed and a report sent to Presbytery and this Commission. Lewis to schedule.

J - In her report to Presbytery, Cynthia Kirkman will ask Presbytery to dissolve this administrative Commission.

K - Meeting was closed with prayer by Mary McNeal.

Respectively submitted,

Bill

Bill Cleveland

MEMBERS OF THE RANDOLPH PRESBYTERIAN CHURCH TO BE TRANSFERRED TO OTHER PRESBYTERIAN CHURCHES.

TO FIRST PRESBYTERIAN, ASHEBORO:

Inactive Members: Allen Blalock, David Blalock, Phil Blalock

TO FIRST PRESBYTERIAN, HIGH POINT:

Active members: Darrell Albertson, Ronald Godbey, Geneva Godbey, Lewis Hinesley, Jackie Hinesley, Joy Hinesley, Jennifer Medlin, Laurie Key, Susan Key, John Linton, Billie Linton, Laura Linton, Anna Mae McClay, Martin McPherson, George Slaydon.

Inactive members: Inez Albertson, Liz Solomon, Ben Linton, Robert Sink, Melody Sink, Connie Godbey, Flora Berry.

TRIENNIAL VISITATIONS FOR 1997

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Westminster	3	Greensboro	1/19/97	Russ Ward
Fairmont	4	Lexington	5/12/97	Bill Sosebee
Allen Temple	5	Cleveland	3/12/97	Malcolm Bullock /Elinor Swaim
Second Pres.	4	Lexington	4/20/97	J. Randy Hall

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Minutes of

SALEM
PRESBYTERY

THIRTY-SIXTH STATED MEETING
WESTMINSTER PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
October 21, 1997

SPECIAL MEETING
VANDALIA PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
December 2, 1997

MINUTES OF

SALEM PRESBYTERY

THIRTY-SIXTH STATED MEETING
WESTMINSTER PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

October 21, 1997

OFFICERS

Moderator	Patricia F. Stewart
Moderator-in-Nomination	W. Russell Ward, Jr.
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Congregational Life	Hewon Han
Associate Presbyter for Care and Development of Leadership	A. Michael Warren
Associate for Camp Ministries	Albert D. Shaw, Jr.
Administrative Assistant	Esther Preston
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Judy Brock
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
3950 Clemmons Road
Clemmons, NC 27012
Phone: (910) 766-3393
FAX: (910) 766-7153

THIRTY-SIXTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

WESTMINSTER PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

October 21, 1997

The Thirty-Sixth Stated Meeting of Salem Presbytery, held on Tuesday, October 21, 1997, at Westminster Presbyterian Church, Greensboro, North Carolina, was called to order by Moderator Patricia Stewart at 9:00 a.m. The Presbytery then joined in a contemporary service of worship and communion led by the Reverend Robert Henderson and the Reverend Perry Griffin. The opening prayer for worship served as the opening prayer for the meeting. The Reverend Robert Henderson preached the sermon entitled, "Facing the Giants". Music for the service was provided by the Westmister Worship Band.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	126	Non-Commissioners	6
Ministers	118		
		Visitors	51
Corresponding Members			
Ministers	2	Total	312
Church Educators	9		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, James H. Banbury, Philip A. Beck, Linda L. Blessing, Ronald L. Bowie, Ernest M. Bradford, Warren C. Brannon, Robert E. Button, David M. Cameron, Kathryn J. Cameron, Carole F. Chase, William E. Christian, M. Gray Clark, Robert E. Cleveland, Frederick A. H. Coates, Frank C. Collier, C. Drayton Cooper, William J. Cowfer, William R. Dalton, III, Frank M. Dew, James A. Dickens, James W. Dollar, Barbara E. Dua, Lou McAlister East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Bruce Feltrup-Exum, Charles G. Fitzpatrick, James H. Foil, Jr., E. B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Murv L. Gardiner, Philip R. Gehman, Robert J. Goforth, Lucius A. Gray, Perry D. Griffin, J. Randy Hall, Hewon Han, John M. Handley, William C. Hayes, James Henderson, Margret L. Henderson, Robert W. Henderson, Samuel W. Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Fredrick R. Horner, Robert M. Howard, Thomas A. Huff, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Sr., Kurt W. Johnston, Henry J. Keating, Alyce M. Kelly, Cynthia Keever, J. David Kivett, William R. Knox, Donald E. Lannon, David E. Leininger, Ruth B. Lenger, Robert M. Lewis, S. Edwin Lewis, Thomas K. Lewis, III, Stephen B. Lindsley, Joel M. Long, Robert M. Matthews, Donna J. McClellan, Stephen P. McCutchan, Angus W. McGregor, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, K. Moser Misenheimer, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Lisa T. Nelson, Robert E. Osman, David C. Partington, S. Curtis Patterson, Jamie B. Pharr, W. Clark Porter, III, Marie P. Reed, Leland A. Richardson, James M. Rissmiller, Jeannette G. Rodenbough, Victor C. Scott, Jeffrey D. Smith, Paul R. Snell, Joe L. Spears, William F. Stephens, III, Patricia F. Stewart, Jamie D. Stimson, Ernest L. Stoffel, David H. Sutton, C. Powell Sykes, Sr., Erich W. Thompson, John G. Truitt, Jr., William D. Varker, T. Ronald Vaughan, Dale Walker, A. Michael Warren, Norman M. Whitney, Sr., Daniel C. Wilkers, John A. Wilkerson, Jr., Charles Williams, James K. Wilson, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

James H. Allen, Janet B. Briscoe, Robert A. Bryant, M. Susan Dobyns, Erica E. Durham, James T. Frazier, Larry W. Freeman, David E. Heil, Walter W. King, Thomas K. Lane, Robert E. Lee, Ann A. Letson, Steve A. Martin, Sam E. McGregor, Jr., Mary C. McNeal, Joseph L. Pickard, George K. Preston, III, Richard L. Qualls, Raymond W. Riddleberger, Russell H. Ritchel, Jr., Francis J. Rivers, Brian K. Rummage, Dennis J. Sebesan, R. Page Shelton, Billy F. Sosebee, Laura M. Spangler, Bemard L. Spielman, Jr., Dan M. Thomton, Keith A. Uffman, W. Russell Ward, Jr., William C. Weckerly, J. Gordon Williams, William T. Wing, III.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., Dwight Lee Barker, L. Adlai Boyd, Edwin C. Brammer, Jr., William Brown, Malcolm M. Bullock, David H. Burr, Cecil C. Callis, George C. Carpenter, Charles R. Carter, William H. Chappell, L. B. Colquitt, Jr., Ares Davidian, Frank A. Davison, C. Wayne Dixon, Norris L. Fellows, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph H. Garrison, J. Stimson Hawkins, DeWitt F. Helm, Everett A. Hewlett, Morton Kurtz, Julian Lake, William F. Long, Wilkes D. Macaulay, James M. Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Joseph K. Parker, Jr., O. W. Perrell, A. B. Plexico, George A. Ploger, Donald G. Price, John A. Redhead, Jr., Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Harry S. Thomas, Robert L. Turner, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Jesse W. Bledsoe, Jae Heung Chung, O. Leighton Culler, Kermit W. Dancy, Max E. Deal, Christopher F. East, Carol C. Fisher, Jonathan H. Freeman, Sherron K. George, Carter B. Gillespie, Scott C. Girard, Guy W. Hunt, Jr., William F. Lawrence, Jr., B. Paul Lindsey, Z. Bradford Long, William J. MacDonald, Gail Porter Nelson, Richard E. Osmer, Franklin L. Partridge, III, Steve M. Pharr, Phillip J. Pogue, Paul N. Ridolfi, A Carter Shelley, Jerold D. Shetler, Jerry M. Smith, Stevan A. Snipes, Samuel Stevenson, Mark T. Stewart, Larry E. Summey, John B. Talmage, Al F. Thomas, Jr., Glenn C. Thomason, Rockwell P. Ward, Kellie E. Weekley-Mills, Jeff White, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Bruce Causey, Buddy Fields, Mark Van Dom, Allen Temple Margaret Cowan, Virginia Mott, Asheboro First Doug Aitken, Ruth Pugh, Bethany (Statesville) Ronny Bass, Dorothy Gross, Bethel Curtis J. Ring, Bethesda (Ruffin) Virginia Ann Rice, Bethesda (Statesville) Reid Cooke, Hazel McNeely, Beulah

Elizabeth R. Scott, Bixby Bill Cornatzer, Boone First Bruce Milligan, Burlington First Ann B. Flagg, John A. Knight, Calvary Steven D. Clark, Margaret Marks, Cameron Hallie Davidson, Opal Stockton, Church of the Covenant Joyce Powers, Church of the Cross Elaine R. Buie, Clemmons Gordon McKinley, Community In Christ John J. Gemuenden, Concord Barnwell Ramsey, Frank Setser, Cooleemee Kevin Dodd, Covenant Mary Young, Cross Roads Jim Cousins, Dellabrook Emery L. Rann, III, Eden First Cheryl Lauzau, El Bethel Jack Dyer, Elkin Gill Ripley, Fairmont Frances Hedrick, Fifth Creek Frank Walker, Flat Rock Burton Dinkins, Forest Hills Venda Whitney, Forest Park Pauline Fisher, Francisco Elva Dearmin, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Glenwood Edgar Mack, Graham Bill Cooke, Robert C. Stout, Greensboro First Richmond Bernhardt, Jr., Julian Friday, Peter Vanstory, Greenwood Robert Baker, Griers Minnie Margaret Butler, Guilford Park Steve Gordon, Mildred Stanley, Hawfields Opal Jones, High Point First Kathy Carter, Bill Hylton, Highland Melanie Adams, Rob Clemmer, Hills Fred R. Smith, Immanuel John B. Brown, Jr., Jamestown Jo Brechtelsbauer, C. S. Shoemaker, John Calvin Hoyt McCachren, Kernersville First Phyllis Sterling, Korean First Eui Park, Lexington First Bill Zell, Logan Juanita J. Allen, Daisy Keaton, Dorothy Mintz, Mebane Elizabeth McPherson, Memorial Dick Whitt, Mocksville First Hank Van Hoy, Mooresville First Phifer Johnson, H. Edward Nelson, Jr., Mt. Tabor Roy L. Carruth, Mt. Vernon Springs Frances Porter, W. J. Porter.

N-Z

New Creation Mary Montgomery, New Salem Helen Hunter, North Wilkesboro Ellen Lipscomb, Oak Ridge David H. Lane, Old Providence Betty Wooten, Parkway Betsy Clark, Marti Lohmeyer, Pine Ridge Rex Gordon, Pleasant Grove Madalu Wright, Prospect Betty C. Alexander, Reidsville First Tilda Balsley, St. Andrews Lu Laverty, St. James Margaret L. Carr, Louisie Cummings, Rosa Yourse, St. Paul (Greensboro) Rom Lochbaum, Salisbury First Lina Drinkard, Jay Whittington, Sandy Ridge Cleo Ferguson, Sedgefield Nancy Campbell, Shady Side Charles England, Robert Gilchrist, Shallowford Pat Fletcher, Shiloh (Burlington) Esther I. King, Smyrna Polly Blankenbaker, Speedwell Betty R. Citty, Spencer Frank Orthel, Jonnette Powell, Starmount Denise Booe, Martha Farthing, Stony Creek Mike Andrews-Kulis, Taylorsville Martha Fox, Third Creek Beth Phifer, Thomasville First Joe G. Bennett, Thyatira at Mill Bridge Ann Swanson, Jean Wilson, Trinity (Elon College) Barbara Jarrell, Trinity (Salisbury) Andrew Wilson, Trinity (Winston-Salem) William Rauford, Unity Roger Wilson, Westminster (Burlington) G. H. Baldwin, Westminster (Greensboro William Wardlaw, Whispering Pines Jim Taylor, Winston-Salem First Mack Dagenhart, Eleanor Godfrey, James S. Price, Harold E. Wingert, Yadkin United Donald L. Tate, Thomas O. Vinson.

The following Churches were excused from having representatives at this meeting of Presbytery:

Dogwood Acres, Faith, Fieldstone, Lexington Second, Lloyd, Old Town, Salisbury Second, Shiloh (Statesville), Siler City, Sparta, Vandalia.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Asbury, Baird's Creek, Bethany (Graham), Boonville First, Buffalo, Centre, Cleveland, Clio, Collinstown, Crestwood, Danbury Community, Ebenezer, Edward Webb Memorial, Elmwood, Fellowship, Franklin, Glendale Springs, Grace, Gulf, Hope View, Joyce, Lansing, Laurel Fork, Little Joe's, Love Valley, Madison, Milton, Mocksville Second, Mt. Airy, First, Mt. Jefferson, Mt. Vernon, Oakland, Oakview, Peak Creek, Piedmont, Pilot Mountain First, Pine Hall, Pittsboro, Red House, Reid Memorial, Riverview, Rumple Memorial, St. Paul (High Point), Southminster, Springwood, Statesville First, Stoneville, Tabor, Wentworth, Yadkinville, Yanceyville.

The following Church Educators were enrolled:

Cindy Core (Fellowship), Evelyn Edwards (Greensboro First), Brian Edwards (Asheboro First), John Heaggans (Mt. Tabor), Gin Reid Mitchem (Sedgefield), Cindy Ruhl (Asheboro First), Kim Trimboli (Shallowford), Samantha Wesley (Tyhatira), Edye Williamson (North Wilkesboro).

The following Corresponding Members were present:

The Reverend Frank Leeper, Northeast Georgia Presbytery and the Reverend Dr. Rollin O. Russell, United Church of Christ and President of the North Carolina Council of Churches.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Brenda Nance, Phyllis Plyler, Esther Preston, Sara Williams.

The following Visitors were registered:

Annie Miller Bates, Virginia Bibee, Polly P. Blankenbaker, Joe Browde, Michael Brown, Charles Cameron, Marian Cameron, Margaret C. Carr, Roy Carr, Mary Jane Cleveland, Greta W. Connor, Frances Dinkins, Mary Sue Ferguson, Robert Finley, Frances Fitzpatrick, Aaron Fulp-Eickstaedt, Judith Fulp-Eickstaedt, Ezra Gilliam, Marion Gilliam, Cat Harrison, Janice Henry-Rinchort, Charles H. Howell, Dave Hubler, Cynthia Kirkman, Gayl Knox, Bob Kollar, Dale LeCount, Christie Leininger, Billy Maritt, Marilyn Maritt, Allen Martin, Genie Martin, Pat Martin, Idella S. McClelland, Lib McPherson, Jane Miller, Patsy Morrison. Richard Orr, Jeta Pace, Rainey M. Ratchford, Juanita Richardson, Russell Rollin, Otis B. Scott, Skip Stansell, Harvey Stevenson, Mary Lou Stevenson, Robert Veazey, Muriel Ward, Mande Wheeler, Elinor Wilburn, June Woodall, Tom Wrenn.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. Presbytery approved the Docket as proposed. (See Appendix A, pp. 204-206.)

OMNIBUS MOTION

Mack Dagenhart , Moderator of the Council Cluster, presented the Omnibus Motion. Following the opportunity to remove items from the Omnibus Motion was approved in a single vote. The recommendations so approved appear in the reports of the persons, clusters, or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Moderator. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries or denominations were welcomed and seated as Corresponding Members: Frank Leeper, retired, Northeast Georgia Presbytery; Dr. Rollin Russell, President of the North Carolina Council of Churches.

ECUMENICAL VISITOR

The Reverend David Bills, Pastor, New Garden Friends Meeting, Greensboro, North Carolina, was introduced and addressed the Presbytery briefly.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, p. 207.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, p. 208.)

COUNCIL CLUSTER

Mack Dagenhart, Moderator

The Council Cluster wishes to extend heartfelt appreciation to the following people who have contributed their time and talents in many ways to make Salem Presbytery's new office building a reality:

The Building Committee

Bob Caudill
Miriam Preston Davie
John Fuller
Willie Garvin
John Handley
Bob Hartsell
David Partington
Charlie Stone
Murray White, Moderator

Packers, Movers, Unpackers, Carpenters, Wallpaper/Picture/Curtain Hangers, Yard Workers, etc.

Sammie Braxton
Judy Brock
Bob Button
Carolyn Carriker
Jason Conley
Mack Dagenhart
Phyllis Plyler
Esther Preston
Les Preston
Jim Price
Lois Price
Katy Reed

Kevin Davie
Miriam Preston Davie
Willie Garvin
Donna Han
Hewon Han
John Handley
Barbara Jackson
Cynthia Kirkman
Korean First youth
Bob Matthews
Rebecca McKee
Jud Milam
Ray Mims
Brenda Nance
J. D. Rooney
Joe Spears
B. J. Swing
Jim Swing
Stewart Swing
Fred Tatum
Thomas Tatum
Vada Tatum
Howard Taggart
Mac Tornow
Fred Ward
Helen Warren
Mike Warren
Sara Williams
Edye Williamson

Monetary contributions are still being received for the "Mortgage to Mission" drive for the Presbytery Office Building. That list will be included the report to the February Presbytery Meeting. The total received to date from churches is $5,682.65 and from individuals is $2,967.00.

Your Council Cluster has met three times since the last meeting of Presbytery.

Actions Reported by Council:

1. Council approved the minutes of the July 18-19 meeting of Salem Presbytery.

2. Council accepted the invitation of the Westminster Church in Greensboro to host the October 1997 Presbytery Meeting. (The February 7,1998, Meeting of Presbytery is at the Highland Presbyterian Church in Winston-Salem.)

3. Council accepted the invitation from the First Presbyterian Church of Asheboro to host the April 1998 Presbytery Meeting.

4. Council accepted the invitation from the Chatham County churches to host the July 1998 Presbytery Meeting.

5. Council set Saturday, February 14 as an alternate meeting date to the February 7, 1997, Meeting of Presbytery (in the event of inclement weather).

6. In accordance with the provisions of G-11.0201, Council requested Moderator Patricia Stewart to call a Special Meeting of Salem Presbytery at 3:00 P.M. on Tuesday, December 2, 1997, at Vandalia Presbyterian Church, Greensboro, North Carolina, for the purpose of considering the 1998 Salem Presbytery Budget, and other business pertaining thereto.

7. Council approved inviting General Assembly Moderator, Elder Patricia Brown, to visit Salem Presbytery at a Presbytery meeting or some other open date either while in office or after she goes out of office. Council noted that the Moderator will speak at the meeting of the National Black Presbyterian Caucus in Winston-Salem, March 21 - 22, 1998. This meeting is open to everyone. It was suggested that greetings to the Presbytery could be given during her appearance at that meeting.

8. Council approved a G & E recommendation that Salem Presbytery's Mission and Vision Statement be printed on all dockets of all Presbytery and Council meetings.

9. New Hope and Salem Presbytery Councils met in a joint meeting to review the status of Camp New Hope.

10. Council received as information notice that the Spencer Church has recently acquired a gift of property, and intends to use it to house a "Bridge to the World" gift shop.

11. Gave permission for the "Bridge to the World" Shop to sell items at the October Presbytery meeting. 10% of the receipts will go to Salem Mission ventures in Mexico.

12. Council approved the requests of Presbyterian Pilgrimage to serve communion at Camp Hanes, October 4 - 6: and of the Educational Ministries Cluster to serve communion at the Middle School Retreat at Camp Grier, Nov. 8 - 9.

13. Council directed that, in view of the Presbytery's financial situation at the end of September, all spending by the Clusters and other entities of Salem Presbytery should be held at an absolute minimum.

    Council encourages all churches to be current in remitting benevolence pledges.

14. Council approved the Audit of Presbytery's 1996 books with commendation to the staff for a job well done (Appendix D, pp. 209-222).

15. Council granted permission for Camp Grier to approach churches within the Presbytery for additional funds to repair the dam.

16. Council requested Neel Fleming to investigate the status of North Carolina Railroad stock held by the Orange Presbytery Foundation for the Faust Trusts, especially in the light of decisions by the State of North Carolina to purchase all such stock.

17. Acting as Trustees, Council approved the transfer of title to property at 521 N. Guilford Ave., Greensboro, from the New Creation Community to Mary's House, Inc. New Creation had purchased the property with the intention of giving it to Mary's House.

18. Acting as Trustees, Council approved the sale of an easement by the Community in Christ Church to the City of Greensboro for water/sewage development.

19. Acting as trustees, Council approved the request of the Madison Presbyterian Church to borrow $643,000 from a local lending institution for building addition and renovation. This request had been reviewed and endorsed by the Church Redevelopment Task Group.

20. Council approved the Shalom Cluster's request for grants of:
    $5,000 to Ecumenical Social Ministries of Lexington, NC
    $5,000 to Reidsville Outreach Center, Reidsville, NC
    (These grants come from Domestic Hunger Grant Funds)

21. Council approved the recommendation of the Church Development/Redevelopment Task Group for $16,000 for the Beulah Presbyterian Church for urgently needed repairs under the following stipulations:

    "That an $8,000 grant be given from the General Fund, specifically from the Small Church Fund.

    "That an $8,000 loan be granted from the Loan and Grant fund of Salem Presbytery, interest free, for a period of one year, and that the guidelines of Presbytery be followed after one year if the loan is not paid in full at that time. (7% interest on the balance due or the prevailing prime rate less 8 percentage points on the unpaid balance in regularly payments, and that the balance be paid in seven years.)

22. Council approved a grant of $5,000 to the Immanuel Church towards the cost of repairing the church's roof.

23. Council approved a loan from Presbytery of $5,000, under Presbytery's usual guidelines, to the Immanuel Church.

24. Council appointed a committee to plan the John Handley Retirement Celebration. The committee will seek time on the docket of the February Presbytery Meeting, and will plan a dinner in February. Council approved giving the committee official status as a committee of presbytery.

25. Council confirmed the Personnel Function Group as the Search Committee for the Interim Executive Presbyter/Stated Clerk.

26. Council instructed the Presbytery's Nominating Committee to proceed with the formation of a nominating committee to seek a permanent Executive Presbyter/Stated Clerk. They are requested to present these names to the February 7 Meeting of Presbytery. Council set the number for the said nominating committee at nine members.

27. In response to a request from the Committee on Ministry to move the function of the Stated Clerk from the position description of the Executive Presbyter to that of the Associate Executive for Care and Development of Leadership, Council voted to leave the function of Stated Clerk in the Position Description of the Executive Presbyter.

28. Council approved the following additions to the Church Redevelopment Task Group:
    Rev. Warren Brannon, Mr. Jimmie Steele, Ms. Bonnie Lamberth
    Rev. William Cowfer, Rev. Erica Durham, Mr. Al Lee.

29. Council approved a grant $1,500 and an interest free twelve-month loan of $1,200 to the Glendale Springs Presbyterian Church for replacement of the manse furnace. This action is retroactive to September 11, 1997.

ACTIONS:

2. In response to a request from the Session of Little Joe's Presbyterian Church, Presbytery empowered the Moderator to appoint an Administrative Commission with the powers described in G-11.0103s: "to assume original jurisdiction in any case in which it determines that a session cannot exercise its authority. Whenever, after a thorough investigation, and after full opportunity to be heard has been accorded to the session in question, the presbytery of jurisdiction shall determine that the session of a particular church is unable or unwilling to manage wisely the affairs of its church, the presbytery may appoint an administrative commission (G-9.0503) with the full power of a session. This commission shall assume original jurisdiction of the existing session, if any, which shall cease to act until such time as the presbytery shall otherwise direct." The Commission will work with the Session until December 31, 1997, at which time the three remaining Elders have tendered their resignations. At that time they will assume the powers of the Session described above.

   The Commission will join with the Church Redevelopment Task Group in exploring the redevelopment proposal presented jointly by the church Session and the Barium Springs Home Board of Regents in seeking to revitalize the church. Any resulting actions will be recommended by the Church Redevelopment Task Group as they continue to interact with both the remaining members of the church and the Barium Springs Home Board of Regents.

3. Presbytery approved the request of the Yadkin United Presbyterian Church to change its name to the Mebane First Presbyterian Church.

4. Presbytery endorsed the Immanuel Church's application to the Synod of the Mid-Atlantic for a Grant of $2,500 from Synod's New and Small Church Grant Fund.

5. Presbytery endorsed the Freedom Church's application to the Synod of the Mid Atlantic for a Grant of $2,500 from Synod's New and Small Church Grant Fund to help repair the church's roof.

PERSONNEL FUNCTION GROUP - Elder Bob Finley, Moderator

The annual review for Mike Warren as Associate Presbyter for Care and Development of Leadership was completed in July just after the last Stated Meeting of Salem Presbytery. As is our custom, review instruments were sent primarily to leaders of the parts of the structure which Mike serves as resource. Additional instruments were sent to persons with whom he had significant contacts during the last year.

The responses were solidly positive and appreciative of Mike's work and contribution to the life of the Presbytery. The only concerns expressed centered on the heavy and varied work load Mike carries. Responders expressed concern over the pressure that creates for Mike, because of his own high personal standards. The load makes it impossible for every demand to receive the same amount of attention.

The Function Group finds that Mike continues to provide excellent service to Presbytery. His high level of commitment, skill, and caring serves the needs of Salem Presbytery in an exemplary manner.

ACTION:

6. Presbytery expressed its deep appreciation for the level of skill and commitment which Mike Warren brings to his work, and the Reverend Dan Wilkers led us in a prayer of thanksgiving for his work and witness.

7. Presbytery approved the "Interim Executive Presbyter Agreement" (Appendix E, pp.223-224) to guide the Personnel Function Group in its search for an Interim Executive Presbyter.

GOALS AND EVALUATION FUNCTION GROUP - Lib McPherson, Moderator

Lib McPherson presented an update on how the Clusters are working. In summary she stated: "Cluster Leadership Teams and the Goals and Evaluation Function Group have met several times during the year to benchmark our progress. This group has begun work on the plan provisions for inter-cluster regional teams for strengthening communication with local churches and will have recommendations for implementing this in the next report.

The establishment of the action plan has opened communication between the clusters and made possible a more holistic approach to Salem's Vision and Mission."

CALL FOR SPECIAL MEETING OF PRESBYTERY

At the request of the Council Cluster and in accordance with the provisions of the Book of Order G-11.0201, Moderator Patricia Stewart called a Special Meeting of Salem Presbytery at 3:00 p.m. on Tuesday, December 2, 1997, at Vandalia Presbyterian Church, Greensboro, North Carolina, for the purpose of considering the 1998 Salem Presbytery Budget, and other business pertaining thereto.

GRANDFATHER HOME PRESENTATION

Mike Brown from Grandfather Home spoke to the Presbytery about the work of the Home.

WORLDWIDE MINISTRIES CLUSTER

June Woodall, Moderator

Members of the Cluster announced the Mission Conference scheduled for January 24, 1988, at Westminster Presbyterian Church, Greensboro, North Carolina.

SHALOM CLUSTER

John Wilkerson, Moderator

Since the July meeting of Presbytery, Shalom Cluster has been focusing mostly on ecumenical relationships, Community Grant Guidelines, and the proposed budget for 1998.

We are pleased that "full communion" has now been voted upon favorably by the Evangelical Lutheran Church, the United Church of Christ, the Reformed Church in America, and the PC(U.S.A.) General Assembly. Ratification by the presbyteries of the PC(U.S.A.) to make the necessary changes in the Book of Order regarding "full communion" is expected.

Today we welcome to Presbytery the Reverend Dr. Rollin O. Russell to speak to us about our commitment to serve together as North Carolina Christians in the NC Council of Churches and to bring recognition to our partnership in the Consultation on Church Union and the Lutheran-Reformed "full connection".

Dr. Russell is the Conference Minister in the Southern Conference of the United Church of Christ, a position he has held since 1982 with an office in Graham, NC. Dr. Russell is a native of Indiana, a graduate of Transylvania College in Lexington, KY, and of Vanderbilt University Divinity School in Nashville, TN, from which he received the S.T.M. and D. Min degrees. He has done further study at Duke Divinity School where he has been a adjunct instructor since 1985. Dr. Russell has served pastorates in Virginia, Pennsylvania and Texas. He was the Assistant Conference Minister in the South Central Conference (Mississippi, Louisiana, and Texas) before coming to his present position. He has served on the Executive Board of the North Carolina Council of Churches since 1982 and this spring was elected its President.

With regard to other matters of ecumenical concern, Shalom Cluster brings to your attention the following:

1. The Week of Prayer for Christian Unity, January 18-25, 1998. Every congregation is urged to participate. Materials are available today.
2. Ecumenical awards are given each year by the General Assembly and by Salem Presbytery. If your church, or if you know of a church which has recently or is currently active in some exemplary ecumenical activity, please report it by December 1, 1997, to Rev. R. O. Freeman, 104 Tall Pine Circle, Salisbury, NC 28147, (704) 637-6934.

3. Churches in Salem Presbytery will be asked soon to report on their local ecumenical activities.

4. Representatives from the nine member bodies of The Consultation of Church Union will meet in January 1999. Our General Assembly this year voted to continue participation. No further recommendation will come until after the 1999 meeting.

5. The World Alliance of Reformed Churches met in August 1997 in Debrecon, Hungary. Look for further information in the church press.

The Task Group on Community Ministry Grants has been diligent in visiting for review and evaluation the sites which have requested grant assistance from Salem Presbytery. Grants which have been approved and are part of the budget for 1997 are:

Fifth Street Ministries (Statesville)	1,528
Church of the Cross (Greensboro)	13,700
Calvary Church (Statesville)	1,000
Alamance Mediation Center (Burlington)	450
Reid Memorial Church (Mooresville)	1,000
Resort Area Ministry (Boone)	850
St. James Ministry (Greensboro)	1,500

The Task Group has updated the guidelines for the community grant requests, a copy of which is enclosed for Presbytery approval. These guidelines have been reviewed by Shalom Cluster.

As the result of action taken during the July meeting of Presbytery regarding the proposed 1998 budget, representatives of Shalom Cluster have been involved with representatives of the Church Growth and Enrichment Cluster and the Denominational Commitment Function Group to inform the churches of Salem Presbytery of the financial crisis we are facing primarily in the areas of new church development/church redevelopment and campus ministry. The campaign has been moving along successfully and recommended action on a revised proposed budget is anticipated by or before mid-December.

ACTIONS:

8. The Reverend Dr. Rollin O. Russell was granted the privilege of addressing Presbytery as part of the Shalom Cluster report.

9. The Community Ministry Grant Guidelines were approved (Appendix F, pp. 225-234).

GOOD NEWS FROM CHURCHES

The Reverend Cindy Higgins and others from Westminster Church in Greensboro shared good things that are happening in the church: contemporary worship style in their early service each sunday, outreach, and music (there are 13 choirs in the church).

The Reverend Steve Moss from Thyatira Church in Salisbury described a tutoring program that they established to help children in the local schools.

NOMINATING COMMITTEE
Sam McGregor, Moderator

Margaret Marks made the report for the Committee.

ACTION:

10. Presbytery elected the following persons to the Clusters and Committees as indicated:

COMMITTEE ON REPRESENTATION

Class of 2000

Mr. Aaron Collier	North Wilkesboro
Dr. R. E. Kilpatrick	Asheboro First
Ms. Dorothy Mintz	Logan

COUNCIL CLUSTER

Moderator - 1998

Mack Dagenhart	Winston-Salem First

Educational Ministries Cluster Liaison

Mr. Fred Ward	Parkway

EDUCATIONAL MINISTRIES CLUSTER

Moderator - 1998

Ms. Nancy O'Dell

Class of 2000

Ms. Nancy O'Dell	
Ms. Avys Massey	St. Paul (High Point)

COMMITTEE ON MINISTRY

Co-Moderators - 1998: Rev. Jim Rissmiller
Ms. Hervey Martin

Class of 2000

Mr. Glenn Farthing	Starmount
Rev. Lucius Gray	Retired
Ms. Hervey Martin	Parkway
Ms. Barbara Fulp	Elkin
Ms. Constance Purcell	Mt. Tabor
Mr. Tom Vinson	Yadkin United
Rev. Brian Rummage	Bixby
Rev. Erica Durham	Hills/Pine Ridge

Class of 1998

Rev. Cynthia Keever	Hood Seminary
Ms. Elizabeth Scott	Beulah
Rev. Joe Spears	Cameron/Mt. Tabor

EXAMINATIONS COMMITTEE

Moderator - 1998

Rev. David Kivett	Reidsville First

Class of 2000

Dr. John Edwards	Greensboro First
Rev. Larry Summey	Franklin

PREPARATION FOR MINISTRY

Co-Moderators - 1998: Rev. Maggi Henderson
Rev. Dennis Sebesan

Class of 2000

Ms. Evelyn Edwards	Greensboro First
Rev. James Mitcham	Retired (Shady Side)
Rev. Russ Ritchel	Winston-Salem First
Rev. Scott Woodmansee	High Point First

Class of 1999

Ms. LaDonna McCarther	Edward Webb Memorial

SHALOM CLUSTER

Moderator - 1998

Rev. John Wilkerson	Starmount

Class of 2000

Rev. R. O. Freeman	Retired
Ms. Gayl Knox	Lansing
Mr. Bill Shouse	Grace

WORLDWIDE MINISTRIES CLUSTER

Moderator - 1998

Mr. Bob Kollar	Guilford Park

Class of 2000

Mr. Jim Lowe	Starmount
Mr. Pat Pate	Faith

ACTION:

11. Council Cluster was given permission to act on behalf of Presbytery to fill remaining vacancies in the structure as recommended by the Nominating Committee.

ACTION:

12. The following 1997 Alternate Commissioners were elected Principal Commissioners to the General Assembly meeting in Charlotte, NC, June 13-20, 1998:

Ministers	Elders
Ronald L. Bowie (Boone First)	Charles Cameron (Pittsboro)
Joel M. Long (Eden First)	Ms. Marsha Knox (St. James)
Gail Porter Nelson (Yadkin United)	Ms. Elizabeth McPherson (Yanceyville)
A. Carter Shelley (Member-at-Large)	Mr. Fred Ward (Parkway)

Alternate Commissioners to the 1998 General Assembly need to be elected. Forms were sent out to ministers and churches in August. To date 11 ministers (10 male and 1 female) and 8 elders (4 male and 4 female) have returned these forms. We have heard from no racial ethnic ministers or elders. Please indicate your interest by completing one of the attached blank forms and return it before the end of the year to:

The Nominating Committee
Salem Presbytery
P. O. Box 1763
Clemmons, NC 27012

PRESBYTERIAN HOME & FAMILY SERVICES

Tom Wrenn addressed the Presbytery briefly regarding the work and mission of the institution.

MASSANETTA SPRINGS

Dave Hubler represented Massanetta Springs and spoke to Presbytery briefly.

STATED CLERK'S REPORT

SESSION RECORDS REVIEW

Since the July 18-19 meeting of Presbytery, the following churches presented their 1996 records for review:

Approved, Pending

Glendale Springs
Laurel Fork

1996 records changed from Approved, Pending to Approved:

Asheboro First
Bethany (Graham)
St. Paul (Greensboro)
Unity

INVESTIGATING COMMITTEE

An offense has been alleged by a person under the jurisdiction of Salem Presbytery against another person under jurisdiction of Salem Presbytery. Following the requirements of the Rules of Discipline of the Presbyterian Church (U.S.A.) D-10.0100 and D-10.0200, the Stated Clerk makes the following recommendation.

ACTION:

13. Salem Presbytery empowered its Moderator to appoint an investigating committee composed of three persons to determine if charges should be filed.

SERVICE OF HONORABLE RETIREMENT

Presbytery joined in a service of Honorable Retirement for the Reverend Leland A. Richardson led by the Reverend Michael Warren. Mr. Hank Van Hoy spoke of his contributions to the Church during his ministry. John Handley presented to Mr. Richardson a framed Certificate of Retirement on behalf of Salem Presbytery.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:30 p.m.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:30 p.m. and the Reverend Norman Whitney led the prayers of Thanksgiving and Intercession and the dedication of the Two-Cents-A-Meal/Pennies for Hunger Offering.

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE

David Kivett, Moderator

Presbytery proceeded with the examination of Joseph Arthur Browde, Aaron Fulp-Eickstaedt, Judith Fulp-Eickstaedt, Genie Varker Martin, and Fobert Foster Veazey.

RECEPTION OF JOSEPH ARTHUR BROWDE

14. Presbytery approved the committee and floor examination of Joseph Arthur Browde in accordance with Book of Order G-11.0402 upon his affirmative answers to constitutional questions.

    a. The Reverend Joseph Arthur Browde was received into Salem Presbytery from the United Methodist Church as a retired minister to serve as a supply pastor in the Boone area.

    b. His credo which follows was approved:

    My statement of faith commences with an acknowledgment and affirmation of Almighty God, His Sovereignty and Providence, out of which we are recipients and beneficiaries of His Grace. It is by this Grace that God has acted in revelation and redemption through Jesus Christ. The Incarnation, Life, Crucifixion, Resurrection, and Ascension mark the "Christ Event" in history, the Word made flesh, and by God's Grace we are forgiven of our sinful nature and saved as we respond in faith to Him.

    The Scriptures are the authoritative Word of God, the written testimony of the prophecy and coming of the Christ as well as the Church which is called of God, the Body of Christ, and the continuing ministry and mission of our Savior through the Holy Spirit. The Church is the community and fellowship of those confessing Jesus Christ as Savior and Lord, and who proclaim the Gospel and Word of God through the enabling Spirit. There are no distinctions between male and female, Gentile and Jew, rich and poor, etc. - all are one in Him. Members of a local Church, as part of the larger Body of Christ, testify to this special relationship by the Sacraments of Baptism, the outward and visible sign of the inward and spiritual grace, and Communion, the Lord's Supper, which commemorates and celebrates the new covenant with God in Christ whom we remember, serve, and anticipate His coming again.

    The Christian life embraces the challenge of loving God with all of one's heart, soul, mind, and strength, and our neighbor as ourself. Christians strive to fulfill the ministry and mission of Christ engaging in those nurturing aspects that lead to spiritual growth and a closer walk with Him. These include worship, prayer, devotional study, education, the stewardship of time, talents, and treasure, action, and service. Key words describing the Christian's relationship and responsibility to Christ are commitment, integrity, and faithfulness.

    c. Mr. Browde was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF AARON FULP-EICKSTAEDT

15. Presbytery approved the committee and floor examination of Aaron Fulp-Eickstaedt in accordance with Book of Order G-11.0402.

a. The Reverend Aaron Fulp-Eickstaedt was received into Salem Presbytery from Albany Presbytery so that he may accept the call to be Co-Pastor of the Concord Presbyterian Church, Statesville, North Carolina, effective November 1, 1997.

b. His credo which follows was approved:

I believe in the one, true living God; the God of Israel who fully embraced our human condition and redeemed the world through the Incarnation, Crucifixion, and Resurrection of Jesus Christ, our only Lord and Savior. The one God in whom I believe is the Trinity, whose three persons are known in traditional language as the Father, the Son, and the Holy Spirit. I know this triune God most fully through the unique and authoritative witness of the Bible. The Bible tests and informs my experience of God's activity in the world. I trust in God and believe that:

God is **creative**. God fashioned the world and all that are in it and called it good. God made humanity in God's image to be creative and to care for creation. God is still creating anew.

God is **sovereign**. God is beyond our manipulation, and will not manipulate us. In God's mystery and freedom, God sustains, challenges, comforts, threatens, suffers with, claims, and empowers God's people. God is indeed the ruler of the world.

God is **saving**. The stories of the Patriarchs, the Exodus, the Wilderness and the Exile all testify to God's delivering power. In the Cross and Resurrection of Jesus Christ, God's saving love was given to all humanity. God wills to save us; though we may try, we cannot save ourselves. As sinful human beings, we are utterly dependent on God's saving grace.

God is **gracious**. God's grace alone through the Holy Spirit enables our faith and obedience. We are all bound to sin, but God's grace forgives our sins and empowers us to participate in the new life Christ gives, setting us free in faith to respond with grateful acts of love, justice, mercy, forgiveness, and reconciliation in this life. The sacraments of Baptism and the Lord's Supper are outward signs and seals of this grace and its total claim on our lives.

God is **calling**. Through the Holy Spirit, God calls us into the Church to be God's covenant people, the community of faith. As Abraham, Moses, and the prophets knew, God's covenant involves faithful responses. The Church is called to respond to God's covenant by participating in Christ's ministry of reconciliation. We work toward fulfilling this mission by worshiping God, proclaiming the gospel, showing compassion, working for justice and peace, and praying for the guidance of the Holy Spirit.

God is **victorious**. In the Resurrection, Christ triumphed over the powers of sin, death, and evil. Sometimes the victory seems far from won, but we can have confidence that God's reign is among us already and that we will one day see it fully. Christ has died, Christ is risen, Christ will come again.

c. Presbytery approved the establishment of a Co-Pastor relationship between Mr. Fulp-Eickstaedt and the Concord Presbyterian Church, Statesville, North Carolina, effective November 1, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$17,175.00
Housing Allowance	USE OF MANSE
Utilities Reimbursement	2,700.00
Automobile Reimbursement	3,000.00
Education/Book Reimbursement	1,125.00
Professional Expense Reimbursement	1,500.00
Medical Insurance Offset	250.00
Social Security Offset	1,996.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave

d. The following Administrative Commission was approved to install the Reverend Aaron Fulp-Eickstaedt as Co-Pastor at Concord Presbyterian Church, Statesville, North Carolina, on November 16, 1997, at 7:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Lisa Nelson	Preside & Propound the Constitutional Questions	Minister
Sam McGregor	Preach the Sermon	Minister
Lucius Gray	Charge the Minister	Minister
George Caudle	Charge the Congregation	Elder
Bill Baker	Lead in Worship	Elder
Tom Vinson	Prayer of Installation	Elder
Clayton Tatum	Lead in Worship	Elder

e. Mr. Fulp-Eickstaedt was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF JUDITH FULP-EICKSTAEDT

ACTION:

16. Presbytery approved the committee and floor examination of Judith Fulp-Eickstaedt in accordance with Book of Order G-11.0402.

a. The Reverend Judith Fulp-Eickstaedt was received into Salem Presbytery from Albany Presbytery so that she may accept the call to be Co-Pastor of the Concord Presbyterian Church, Statesville, North Carolina, effective November 1, 1997.

b. Her credo which follows was approved:

I believe in God, who created all that exists. God made the universe and then turned its chaotic forces into life-sustaining order. This activity was creative and intentional - the work of a hand-on God. God created human life with all its genetic wonders. God gave us each substance and the breath of life. God filled us with dreams and questions, feelings and personality. God calls each person by name and loves us for our uniqueness.

I believe in Jesus Christ, God incarnate, the ultimate expression of God's love for us. In His earthly ministry, Christ showed the gracious nature of God' love through teaching, healing, praying, listening, and forgiving. In the simple actions of breaking bread, touching people, and blessing children, Jesus showed the hand-on nature of God's love for us. Christ gathered those who were outcast. Christ shared meals with those the community called unworthy. This ministry was a perfect reflection of God's action toward us. God knows our sin and yet God calls us and uses us. It is God's action, finally, that heals the broken relationship between us and God.

Through His obedience to God, Christ showed what true Christian freedom means. Through His suffering, He made our healing possible. By enduring the violence of humanity, He showed the way to peace. By His death, He gave new life to the world. Christ's resurrection assures us that God has the final word over sin, death, and evil.

I believe in the Holy Spirit, God at work in our lives, continually calling us and claiming us as children of God. Through the Holy Spirit we encounter the mystery of God in our everyday living. The Holy Spirit is like a wind, blowing where it will so sometimes we see God in places we do not expect or even in places where we would rather not encounter God. The Spirit moves in and among the people of God and binds the church together into one body. This same Spirit was present at creation, moving in and among the elements of fire and water and earth. This same Spirit is present in each human life, moving in and among the flesh and the feelings.

The sacraments are outward signs of God's grace offered through Jesus Christ and the Holy Spirit. Baptism is a sign and seal of God's call on our lives. Those who are baptized are called into covenant with God and marked as Christ's own forever. In communion we are gathered at the table of Christ, where rich and poor, prisoners and free people, men and women, and children of every time and place are welcomed and fed with the bread of life. At the table our deepest hungers are satisfied.

The love of God, the example of Christ, and the guidance of the Holy Spirit call us to respond with love and compassion. We are called to love God and to show God's love to others. As Christians we are challenged to see the world in a different light; to challenge the privilege of the powerful, to save injustice behind the rhetoric of the status quo. We are those who dare to believe that God is still working to create order - love, peace, and justice - out of the chaos of injustice, violence, and hatred. We are called to work toward that reality, while realizing that we cannot fix the world or human nature ourselves. We are called to hold onto that vision of hope and to show the world that, with God's help, there is another way. To that end we pray, "Thy kingdom come, O Lord, Thy will be done."

c. Presbytery approved the establishment of a Co-Pastor relationship between Ms. Fulp-Eickstaedt and the Concord Presbyterian Church, Statesville, North Carolina, effective November 1, 1997; approved the Terms of Call (listed below); and the Call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$17,175.00
Housing Allowance	USE OF MANSE
Utilities Reimbursement	2,700.00
Automobile Reimbursement	3,000.00
Education/Book Reimbursement	1,125.00
Professional Expense Reimbursement	1,500.00
Medical Insurance Offset	250.00
Social Security Offset	1,996.00
Board of Pensions	PROVIDED
Moving Costs	PR

Four weeks vacation Two weeks study leave

d. The following Administrative Commission was approved to install the Reverend Judith Fulp-Eickstaedt as Co-Pastor at Concord Presbyterian Church, Statesville, North Carolina, on November 16, 1997, at 7:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Lisa Nelson	Preside & Propound the Constitutional Questions	Minister
Sam McGregor	Preach the Sermon	Minister
Lucius Gray	Charge the Minister	Minister
George Caudle	Charge the Congregation	Elder
Bill Baker	Lead in Worship	Elder
Tom Vinson	Prayer of Installation	Elder
Clayton Tatum	Lead in Worship	Elder

e. Ms. Fulp-Eickstaedt was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF GENIE VARKER MARTIN

17. Presbytery approved the committee and floor examination of Genie Varker Martin in accordance with Book of Order G-11.0402.

a. The Reverend Genie Varker Martin was received into Salem Presbytery from the Presbytery of Western North Carolina so that she may accept the call to be Associate Pastor of First Presbyterian Church, Burlington, North Carolina, effective September 22, 1997.

b. Her credo which follows was approved:

I believe in God: the creator, redeemer, and sustainer of life. God created all things good and continues to be creative today. God is always present and is very much alive in the church. In life, death, and everlasting life, I belong to God. I sin and distance myself from God, but grace abounds. I am justified by grace through faith. Jesus made the ultimate sacrifice by suffering and dying on the cross. My sins are forgiven and Christ works with me to change my sinful behavior. The sacrament of the Lord's Supper is a continual reminder of Christ's broken body and shed blood.

My understanding of faith moves beyond my own personal salvation. What is important is what God is calling me to do and be today. Things that are important for me to be involved with include: worship, prayer, reading the Bible, being in fellowship with other Christians, and serving those in need for God. My goal in life is to seek God's will, be faithful to Jesus Christ, and continually be in relationship with God through the Holy Spirit. I seek further knowledge and understanding of God by engaging in Bible Study, praying, participating in the sacraments, experiencing music and interacting with people. Spiritual growth occurs in my life obviously when significant events occur, but also through attaining knowledge, gaining experience, and by serving God.

God has provided direction for me throughout my life. Looking back, it all seems to have had a purpose. Many times, responding to God's will means losing some of the comfort in life, feeling the pain of the oppressed, being active in advocacy that reflects Christ's reign on earth.

I respect the supreme authority of Scripture and am proud of my confessional heritage. My understanding of the Scriptures must be academically challenging, guided by the Holy Spirit, and tested in dialogue with others, so as to directly affect my life.

I believe in the priesthood of all believers, empowering people to respond to the gifts that God has given to each. Further than how we utilize our spiritual gifts, I believe that all human beings are created equal, sons and daughters of God. All these things call forth a response on my part, to seek knowledge and understanding of God, cultivate personal and corporate experiences with God, and be active in service to others because of my commitment to Christ.

My faith is a gift from God; a firm trust in my Creator, the One who redeems me and sustains me in an abundant life. Through the grace of my Lord Jesus Christ, the sovereign love of God and the communion of the Holy Spirit, I trust in one triune God.

c. Presbytery approved the establishment of an Associate Pastor relationship between Ms. Martin and the First Presbyterian Church, Burlington, North Carolina, effective September 22, 1997; approved the Terms of Call (listed below); and the Call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$22,001.00
Housing Allowance	15,000.00
Automobile Reimbursement	2,900.00
Education/Book Reimbursement	500.00
Board of Pensions	9,520.00
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

d. The following Administrative Commission was approved to install The Reverend Genie Varker Martin at First Presbyterian Church, Burlington, North Carolina, on November 23, 1997, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Wade Harrison	Preside & Propound the Constitutional Questions	Elder
Barbara White	Preach the Sermon	Minister (Guest)

Barbara McLean	Charge the Minister	Elder (Guest)
Catherine Cameron	Charge the Congregation	Minister
Charles Williams	Lead in Worship	Minister
C.A. Sparks	Lead in Worship	Elder
William Varker	Prayer of Installation	Minister

e. Ms. Martin was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ROBERT FOSTER VEAZEY

ACTION:

18. Presbytery approved the committee and floor examinations of Robert Foster Veazey in accordance with Book of Order G-11.0402.

a. The Reverend Robert Foster Veazey was received into Salem Presbytery from Mississippi Presbytery so that he may accept the call of the Elkin Presbyterian Church, Elkin, North Carolina, effective September 21, 1997.

b. His credo which follows was approved:

I believe in God...Father, Son and Holy Spirit. One God, three persons. One God of one substance.

I believe this Triune God created all things, the earth and the heavens, and all that is in the earth or heavens either living or nonliving.

I believe God created this world to be in relationship with God and to live in harmony with one another. But humans became sinful and have fallen short of the harmonious life which God intended.

I believe the Father, in the fullness of time, sent the Son into our world. God, because of human sinfulness and the fall of creation, became incarnate to redeem the world. We know God in this person the historical Jesus of Nazareth. Jesus lived on earth as One who was both fully human and fully divine.

I believe Jesus walked this earth and taught about the mercy and grace of God. Because Jesus contrasted the religious order of the day, Jesus was persecuted, tortured and killed upon a Roman cross. However, death was defeated and Christ was raised from the dead on the third day. God became the sacrificial lamb in our place.

I believe in the Holy Spirit as foretold by the prophets and then by Jesus. The Holy Spirit was with God in the beginning and was God. Commonly known as the third person of the Trinity, the Holy Spirit is God.

It is the Holy Spirit which comforts and empowers us for the work of God in the world. The Spirit goes wherever the Spirit chooses because the Spirit is God. The Spirit comforts, changes, enables and empowers the work of God.

I believe in the authority of the Bible and that it is the Word of God. I believe the Bible is the authority for the people of God, the place where we can look to understand the desires, character and grace of God. I believe that the canon made up of both Old and New Testaments not only tells the history of God's people but it gives us a standard by which to live.

I believe God has given the church to be the place where God's people are nourished and are commissioned to go from to spread the Gospel throughout the world. The church is an instrument of God for all the world. In the church the visible signs of God's grace are shown in the two sacraments of Baptism and the Lord's Supper.

I also believe that Jesus will come again and usher in the kingdom of God. Thanks to be God. Amen.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Veazey and the Elkin Presbyterian Church, Elkin, North Carolina, effective September 21, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$35,590.00
Housing Equity	2,943.00
Use of Manse	
Utilities Reimbursement	3,000.00
Automobile Expense Reimbursement	3,400.00
Education/Book Reimbursement	1,500.00
Board of Pensions	11,991.25
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave

d. The following Administrative Commission was approved to install The Reverend Robert Foster Veazey at Elkin Presbyterian Church, Elkin, North Carolina, on November 2, 1997, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
David Heil	Preside & Propound the Constitutional Questions	Minister
Nathan Wheeler	Preach the Sermon	Minister (Guest)
	Charge the Minister	Minister
Tom Bagnal	Charge the Congregation	Minister
Barbara Fulp	Lead in Worship	Elder
Nora Veazey	Prayer of Installation	Elder
Cynthia Kirkman	Confession and Pardon	Elder

e. Mr. Veazey was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

MINISTRY CLUSTER

COMMITTEE ON MINISTRY

Jim Rissmiller &Hervey Martin, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Rumple Memorial Presbyterian Church, Blowing Rock, North Carolina, in securing The Reverend Donald Price to serve as Interim Pastor for a six-month period beginning October 1, 1997, with an option of extending that period for an additional six months.

2. Concurred with the action of the Session of Crestwood Presbyterian Church, High Point, North Carolina, in securing the Reverend George Carpenter to serve as Interim Pastor for a five-month period beginning September 21, 1997.

3. Concurred with the action of the Session of John Calvin Presbyterian Church, Salisbury, North Carolina, in securing the Reverend Malcolm Bullock to extend the Interim Pastor relationship for an additional six-month period beginning September 1, 1997.

TRIENNIAL VISITATIONS FOR 1997

4. Triennial Visitations for 1997 have been reported (Appendix G, p. 235).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

5. The Reverend William Chappell was granted permission to labor outside the bounds of Salem Presbytery while serving as Interim Parish Associate at Mount Bethel Presbyterian Church.

DISSOLUTION OF RELATIONSHIPS

6. Dissolved the relationship between the Reverend James Herbert Nelson and the St. James Presbyterian Church, Greensboro, North Carolina, effective December 31, 1997.

7. Dissolved the relationship between the Reverend Alyce Marie Kelly and the Allen Temple Presbyterian Church, Cleveland, North Carolina, effective December 31, 1997.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ACTION

MODERATORS OF SESSION

ACTIONS:

19. The Reverend Bob Lee was appointed Moderator of Session for the Collinstown Presbyterian Church and Francisco Presbyterian Church.

20. The Reverend Don Price was appointed Moderator of Session for the Rumple Memorial Presbyterian Church, Blowing Rock, North Carolina.

21. The Reverend George Carpenter was appointed Moderator of Session for the Crestwood Presbyterian Church, High Point, North Carolina.

22. The Reverend Sam McGregor was appointed Moderator of Session for the Dogwood Acres Presbyterian Church, Asheboro, North Carolina.

23. The Reverend Bruce Feltrup-Exum was appointed Moderator of Session for the Whispering Pines Presbyterian Church, Asheboro, North Carolina.

24. The Reverend Erica Durham was appointed Moderator of Session for the Danbury Community Church, Danbury, North Carolina.

HONORABLE RETIREMENT

25. Salem Presbytery concurred with the request of The Reverend John McNeel Handley to be honorably retired effective February 28, 1998, and a retirement service will be held at the meeting of Presbytery on February 7, 1998.

POLICY ON ESTABLISHMENT OF THE RELATIONSHIP BETWEEN PASTOR AND CONGREGATION

26. Salem Presbytery approved the Policy on Establishment of the Relationship Between Pastor and Congregation (Including Temporary Relationships and the Procedure for Calling an Installed Pastor) was approved (Appendix H, pp. 236-241).

CHANGES IN TERMS OF CALL

27. The following 1997 Changes in Terms of Call were approved:

NAME		CHURCH	LOCATION
James M. Rissmiller		Community in Christ	Greensboro

30,330.00	Salary	PROVIDED	Pension/Medical
	Social Security	1,110.00	Continuing Education
17,400.00	Housing Allowance	3,100.00	Automobile Reimbursement
$51,930.00	TOTAL SALARY		4 weeks vacation 2 weeks study leave

COMMITTEE ON PREPARATION FOR MINISTRY

Maggi Henderson & Russ Ritchel, Co-Moderators

The Committee on Preparation for Ministry met with inquirer Lawrence Allen Lyon on August 26, 1997. Larry is enrolled in the joint program at Union Seminary and PSCE and is currently studying for the ordination exams.

ACTION:

28. Presbytery proceeded with the examination of Lawrence Allen Lyon, and following successful examination by Presbytery, he was received as a Candidate for the Office of Minister of the Word and Sacrament (G-14.0305e,f).

COMMITTEE ON REPRESENTATION
Joe Spears, Moderator

The Committee on Representation presented a written report and was received as information by the Presbytery.

Salem Presbytery has kept covenant with the Church's commitment to inclusiveness and participation (G-4.0403). To this end, the Records of Salem Presbytery reveal that the provisions of Book of Order (G-9.0105, a-e) have been met and Salem Presbytery is in full compliance.

The records mentioned above are available in Presbytery's Office, 3950 Clemmons Road, P. O. Box 1763, Clemmons, NC 27012.

MEMORIAL TO F. MARION DICK
1893 - 1997

Marion Dick is convincing evidence that God has a plan for our lives. Born in Guilford County, North Carolina in 1893, Marion was one of twins — the one the physician declared to be the weaker one, with a bad heart, and offered that he wouldn't live very long.

One-hundred and four years later, after two careers, four children, 12 grandchildren, 26 great grandchildren, and 6 great great grandchildren, an active ministry spanning seventy-five years, he has already looked up at that attending physician in heaven and said: "Aha!"

Marion Dick will be remembered for his ministry, his love for evangelism and what they used to call "Home Missions". His pastorates included churches in Southside, Virginia; Ahoski and Raleigh, North Carolina; Providence Presbyterian in Virginia; and Shades Valley Presbyterian in Birmingham, Alabama. Three of these churches he started from scratch--Southside, Ahoskie, and Shades Valley.

His commitment to the Christian faith and his dedication to the church were superb. He was not always in the ministry. He was a printer, and obviously a good one, when in Meridian, Mississippi, he was called to enter Union Theological Seminary in Virginia. He graduated from that institution in 1925, was ordained and began his long service to the church.

Marion Dick will be remembered as an encourager of other and younger ministers. For example: when a young pastor came to a struggling church, Marion Dick walked in one day not long thereafter and said, "I am Marion Dick. I know you are the new minister at this church and I am praying for you every day. This church is going to make it, and as long as I am able, I will make a contribution annually to the building fund." That relationship continued for years, as did the contributions. The church not only succeeded but today flourishes.

His friends will remember his good humor, his love of gardening, and his strong convictions--his boldness, always saying it as he saw it, succinctly and to the point.

Remembering Marion Dick's days as printer, the words of an epitaph written by another printer, seem appropriate:

"The body of
B. Franklin, Printer
(Like the cover of an old book,
Its contents torn out
And stripped of its Lettering and Guilding)
Lies here, Food for worms,
But the work shall not be lost;
For it will (as he believ'd) Appear once more
In a new and more elegant edition
Revised and corrected
By the author."

Written by the Reverend James F. Miller

REPORT OF SYNOD COMMISSIONERS

Salem Presbytery received the written report of the Synod Commissioners as information.

The reports of our Synod Commissioners were as varied and diverse as the makeup of the Synod itself.

HIGHLIGHTS

All experienced positively the fellowship and worship activities highlighted by robust singing and the presence of the Reverend Clifton Kirkpatrick, Stated Clerk of the General Assembly. Exposure to the diversity of the Synod of the Mid-Atlantic and the making of new friends were appreciated. A panel discussion centering on the Connectional System was noted as helpful.

ACTIONS

Among the actions of the Synod Assembly noted by our commissioners were the installation of two new Synod Staff persons: the Reverends Bob Curry and Opal Smith. The establishment of a non-geographic Korean American Presbytery and the approval of a six-year plan for Campus Ministry (with particular emphasis on racial ethnic ministries) were viewed as the most significant actions of Synod.

CONCERNS

The design of Synod seems to give little authority to the Assembly to significantly impact recommendations made by committees. One commissioner observed that very little meaningful critical/evaluative review was available to commissioners in judging the effectiveness of programs like Campus Ministry. That made making budget decisions difficult (especially with limited funds).

There seems to be confusion over the role of Synod and that of the presbyteries. Campus Ministry was sighted as an example. Who decides and assigns responsibilities to the two governing bodies? Who is accountable to whom, Synod to Presbyteries or vice versa?

CONCLUSIONS

Varied from very positive views of Synod's role to Synod being something that the Presbyterian Church (U.S.A.) could do without!

Commissioners reporting:

Elders	Ministers
Jonnette Powell (Spencer Church)	Mary McNeal (Faith Church)
Jane Miller (Asheboro First Church)	Bill MacDonald (Winston-Salem First Church)

Special appreciation was voiced for our YAD, Aaron Collier, North Wilkesboro Church.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Sixth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Stewart at 2:40 p.m. The next Stated Meeting will be held on Saturday, February 7, 1998, at the Highland Presbyterian Church, Winston-Salem, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

SALEM PRESBYTERY
THIRTY-SIXTH STATED MEETING
WESTMINSTER PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

DOCKET

October 21, 1997

VISION

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit, we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

Name Tag Color Code

Elder Commissioners	yellow dot
Ministers	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**
Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.	REGISTRATION	
8:30	"GIG" (Good Ideas for Growth)	
8:45	SPECIAL MUSIC IN SANCTUARY	
***9:00**	**CALL TO ORDER**	*Moderator Pat Stewart*
(1.1)	**WORSHIP/COMMUNION** Preacher: The Reverend Robert W. Henderson	

9:45		ORGANIZATION OF PRESBYTERY	*Moderator Pat Stewart*
		Quorum	
	(2.1)	Docket	*Mack Dagenhart*
	(3.1)	Omnibus Motion	*Mack Dagenhart*
		Welcome	
		Moderator's welcome to any corresponding members present and elders attending for the first time	
		Greeting from Ecumenical Visitor The Reverend David Bills, New Garden Friends Meeting	
	(4.1)	Communications	*John Handley*
10:00	(5.1)	COUNCIL CLUSTER	*Mack Dagenhart*
		Goals & Evaluation Function Group Report and recommendations on a 1998 Action Plan	*Lib McPherson*
		Personnel Function Group Mike Warren Annual Review Interim Executive Presbyter Search Volunteer in Mission	*Bob Finley*
10:35		GRANDFATHER HOME	*Mike Brown*
10:45	(5a.1)	WORLDWIDE MINISTRIES CLUSTER	*June Woodall*
10:50	(6.1)	SHALOM CLUSTER	
		North Carolina Council of Churches	*Dr. Rollin Russell*
11:35		GOOD NEWS FROM CHURCHES	
		Westminster (Greensboro)	*Cindy Higgins*
		Thyatira Tutoring Project	*Steve Moss*
11:55	(7.1)	NOMINATING COMMITTEE	*Margaret Marks*
12:00		PRESBYTERIAN HOME & FAMILY SERVICES	*Tom Wrenn*
12:05 p.m.		MASSANETTA SPRINGS	*Dave Hubler*
12:10	(8.1)	STATED CLERK'S REPORT	*John Handley*
***12:15**	(9.1)	**CELEBRATION OF HONORABLE RETIREMENT** **The Reverend Leland A. Richardson**	
***12:30**		**LUNCH**	
1:15		PRAYERS OF THANKSGIVING/INTERCESSION 2-cents/Pennies Offering	
1:20		MINISTRY CLUSTER	
	(10.1)	Examinations Committee	*David Kivett*
	(11.1)	Committee on Ministry	*Jim Rissmiller*
	(12.1)	Preparation for Ministry	*Maggi Henderson*
2:40		ADJOURNMENT AND BENEDICTION	

Written Reports:

- **(13.1)** Committee on Representation
- **(14.1)** Memorial for the Reverend F. Marion Dick
- **(15.1)** Synod of the Mid-Atlantic Nominating Committee Form
- **(16.1)** Report of Synod Commissioners

For Information:

- **(17.1)** National Pastoral Care Week
- **(18.1)** Mission Program and Dinner
- **(19.1)** Straight Talk
- **(20.1)** Middle School Retreat
- **(21.1)** Church Officer Training
- **(22.1)** Discerning God's Will
- **(23.1)** Churches in Salem Presbytery Currently Seeking Ministers
- **(24.1)** Salem Presbytery Youth Ministry Committee Application
  Presbytery Evaluation Form (Yellow Sheet)
  Whose Birthday Is it, Anyway?

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 21, 1997

A. Support information on minister changes:

a. From other presbyteries

- Joseph Arthur Browde - Honorably Retired - from the United Methodist Church
- Aaron Fulp-Eickstaedt - Co-Pastor, Concord Church - from Presbytery of Albany
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- Judith Fulp-Eickstaedt - Co-Pastor, Concord Church - from Albany Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- Genie Varker Martin - Associate Pastor, Burlington First Church - from Presbytery of Western North Carolina
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- Robert F. Veazey - Pastor, Elkin Church - from Mississippi Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)

B. Minutes of Ordination/Installation Commissions

1. Erica E. Durham
2. Stephen B. Lindsley

Reference: Committee on Ministry

C. Letter from student at UNC-G regarding proposed budget cuts for campus ministry (see back of this sheet).

Reference: 1998 Budget Campaign Task Group

APPENDIX C

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

ORDINATION AND INSTALLATION OF ERICA ELIZABETH DURHAM AS PASTOR OF HILLS AND PINE RIDGE PRESBYTERIAN CHURCHES

The Commission appointed by Salem Presbytery to ordain and install Erica Elizabeth Durham as Pastor of Hills and Pine Ridge Presbyterian Churches, Pilot Mountain, North Carolina, met at the Hills Presbyterian Church on August 31, 1997, at 3:30 p.m. The meeting was called to order by A. Michael Warren and he offered the opening prayer. The following members were present: Ministers Charlie Durham, Mike Warren, Brian Rummage; Elders Don Martinat, and Debbie Brinkley. Mike Warren was elected Moderator and Brian Rummage, Clerk of the Commission. Guest ministers Charles and Richard Newsome of Western North Carolina Presbytery and elder Sandy Durham were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregations in a worship service at 4:00 p.m., the Moderator presiding. Richard Newsome preached the sermon using as his text Colossians 3:12-17 and his topic, "Ministry Sprinkled Lightly". Michael Warren propounded the constitutional questions to the minister. Charles and Sandy Durham offered the prayer of ordination and installation. Erica Elizabeth Durham was declared duly ordained and installed as Pastor of Hills and Pine Ridge Churches according to the Constitution of the Presbyterian Church (U.S.A.). Brian Rummage charged the Pastor, and Don Martinat and Debbie Brinkley charged the congregations.

Erica Elizabeth Durham, the newly ordained and installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Michael Warren.

INSTALLATION OF STEPHEN BENTLEY LINDSLEY AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, LEXINGTON

The Commission appointed by Salem Presbytery to install Stephen Bentley Lindsley as Associate Pastor of First Presbyterian Church, Lexington, North Carolina, met at First Church September 21, 1997, at 10:30 a.m.. The meeting was called to order by Janice Welborn and she offered the opening prayer. The following members were present: Ministers Margret Henderson, Denny Sebesan, Brian Rummage; Elders Esther Preston, Janice Welborn, and Perry Call. Janice Welborn was elected Moderator and Denny Sebesan, Clerk of the Commission. Guest minister Byron Wade of New Hope Presbytery and Christian Educator Kristopher Brammer of Northminster Presbyterian Church of Western North Carolina Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Byron Wade preached the sermon using as his text Joshua 11:1-9 and his topic, "The Road Map for Success". Janice propounded the Constitutional questions to the minister. Esther Preston offered the prayer of installation. Stephen Bentley Lindsley was declared duly installed as Associate Pastor of First Presbyterian Church, Lexington, NC, according to the Constitution of the Presbyterian Church (U.S.A.). Margret Henderson charged the Associate Pastor, and Brian Rummage charged the congregation.

Stephen Bentley Lindsley, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

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SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1996

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying statement of financial position of Salem Presbytery as of December 31, 1996, and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent the Presbytery's investment in camps. The financial statements of these camps were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point is based solely on the reports of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the report of other auditors provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1996, and the changes in its net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information contained on pages 11 through 12 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in our examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Moose, Martin & Haynes, P.A.

Statesville, North Carolina
September 19, 1997

Salem Presbytery

STATEMENT OF FINANCIAL POSITION

December 31, 1996

ASSETS

Cash and cash equivalents	$1,396,254
Receivables	
Presbyterian mission support	102,862
Notes	75,775
Other	5,028
Total receivables	183,665
Prepaid expenses	2,695
Investments	147,396
Property, equipment and improvements, net	408,733
Investment in camps	511,486
Total assets	$2,650,229

LIABILITIES AND NET ASSETS

Liabilities	
Presbyterian mission support	$ 168,848
Notes payable	39,426
Accounts payable and accrued expenses	14,956
Total liabilities	223,230
Net assets	
Unrestricted	
Undesignated	217,582
Designated for specific purposes	1,074,364
Total unrestricted	1,291,946
Temporarily restricted	873,038
Permanently restricted	262,015
Total net assets	2,426,999
Total liabilities and net assets	$2,650,229

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF ACTIVITIES

Year Ended December 31, 1996

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE				
Presbytery mission support	$ -	$ 2,119,471	$ -	$2,119,471
Investment income	32,951	27,655	16,938	77,544
Gifts, grants and legacies	2,679	1,836	2,887	7,402
Program receipts	45,631	-	-	45,631
Other revenues	10,883	30,104	-	40,987
Net assets released from restrictions	2,211,448	(2,204,762)	(6,686)	-
Total support and revenue	2,303,592	(25,696)	13,139	2,291,035
EXPENSES				
Program expenses				
Presbytery mission support	966,237	-	-	966,237
Church development	225,937	-	-	225,937
Church in the world	132,297	-	-	132,297
Two-Cents-A-Meal Hunger Program	108,427	-	-	108,427
Outdoor ministries	126,416	-	-	126,416
Other work of Presbytery	93,958	-	-	93,958
Total program services	1,653,272	-	-	1,653,272
Supporting services				
Salaries and related expenses	426,266	-	-	426,266
Other supporting expenses	89,287	-	-	89,287
Total supporting services	515,553	-	-	515,553
Total expenses	2,168,825	-	-	2,168,825
Changes in net assets	134,767	(25,696)	13,139	122,210
Net assets, December 31, 1995	1,157,179	898,734	248,876	2,304,789
Net assets, December 31, 1996	$1,291,946	$ 873,038	$262,015	$2,426,999

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF CASH FLOWS

Year Ended December 31, 1996

Cash flows from operating activities	
Change in net assets	$ 122,210
Adjustments to reconcile change in net assets to net cash from operating activities:	
Depreciation expense	21,307
Unrealized gains on investments	(13,027)
Transfer of title - land improvements	100,741
(Increase) decrease in operating assets	
Presbyterian mission support	129,038
Prepaid expenses	1,072
Other receivables	7,543
Increase (decrease) in operating liabilities	
Presbyterian mission support	(1,475)
Accounts payable and accrued expenses	(20,557)
Net cash provided by operating activities	346,852
Cash flows from investing activities	
Purchase of property, equipment and improvements	(35,409)
Purchase of investments	(7,648)
Collections on notes	9,254
Net cash used by investing activities	(33,803)
Net increase in cash and cash equivalents	313,049
Cash and cash equivalents	
December 31, 1995	1,083,205
December 31, 1996	$1,396,254

Supplemental Disclosure:

Interest expense paid in 1996 was $598.

Noncash financing activities - $40,000 of long-term debt was incurred to purchase property.

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

NOTES TO FINANCIAL STATEMENTS

December 31, 1996

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Salem Presbytery (hereinafter referred to as "Presbytery") is a not-for-profit organization established under the laws of the State of North Carolina and operates as a religious organization. Salem Presbytery is called to fulfill the mission and governing responsibilities given by Christ, as interpreted by the Constitution of the Presbyterian Church (U.S.A). The Presbytery is a corporate expression consisting of all the Presbyterian churches and ministers in northwestern North Carolina.

The significant accounting policies are as follows:

Method of accounting

The financial statements of the Presbytery have been prepared utilizing the accrual basis of accounting.

The accounts of the Presbytery are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund, however, in the accompanying financial statements, funds have been combined and presented in accordance with the provisions of statement of Financial Accounting Standards No. 117, "Financial Statements for Not-for-Profit Organizations".

Financial statement presentation

The net assets of the Presbytery are classified and reported as follows:

- Unrestricted net assets - net assets that are not subject to donor-imposed restrictions
- Temporarily restricted net assets - net assets subject to donor-imposed restrictions that may or will be met either by actions of the Presbytery and/or by the passage of time.
- Permanently restricted net assets - net assets subject to donor-imposed restrictions that they be maintained permanently by the Presbytery. Income and capital gains may or may not be used by the Presbytery depending on the donor-imposed restrictions

Revenue Recognition

The Presbytery is involved in The Bicentennial Fund, a major mission funding program adopted by the General Assembly of the Presbyterian Church (U.S.A.). Since the Presbytery acts only in an intermediary capacity for this program, pledges by churches within the boundaries of the Presbytery are not included in the financial statements of Salem Presbytery. At December 31, 1996, pledges to The Bicentennial Fund totaled $473,712.

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the statement of activities.

Contributions

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions.

Gifts of cash and other assets are reported as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a restriction expires, that is, when a stipulated time restriction ends or a purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Cash and cash equivalents

The Presbytery considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Property, equipment, and improvements

Property, equipment, and improvements are carried at cost. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis. The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in property, equipment, and improvements.

Income tax status

The Presbytery is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. It pays neither federal or state income taxes on income related to its exempt purpose.

NOTE 2 - INVESTMENTS

Investments are stated at fair value and are summarized as follows as of December 31, 1996:

Presbyterian Church (U.S.A.) Foundation	
Balanced Growth Fund	$144,509
Income Fund	2,887
	$147,396

The following schedule summarizes the investment return and its classification in the statement of activities for the year ended December 31, 1996:

	Interest & Dividend Income	Realized & Unrealized Gains	Total
Unrestricted	$32,951	$ -	$32,951
Temporarily restricted	27,655	-	27,655
Permanently restricted	3,911	13,027	16,938
	$64,517	$13,027	$77,544

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Company for the benefit of Salem Presbytery. At December 31, 1996, the market value of this investment was $44,902.

NOTE 3 - PROPERTY, EQUIPMENT AND IMPROVEMENTS

Purchased property, equipment and improvements are recorded at cost. Donated plant assets are recorded at fair market value at the date received.

Property, equipment, and improvements are comprised of the following at December 31:

Presbytery office, Clemmons, NC:	
Furniture and equipment	$121,400
Less: accumulated depreciation	(90,037)
	31,363
Construction in progress - new office	70,778
	102,141
Oak Ridge Presbyterian Church	
Land, building, and equipment	306,592
Total property, equipment and improvements	$408,733

Subsequent to December 31, 1996, the land, building, and equipment of Oak Ridge Presbyterian Church has been transferred to the Church by the Presbytery.

NOTE 4 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;
Camp New Hope - 50% ownership with the Presbytery of New Hope; and
Presbyterian Point - 50% ownership with the Presbytery of New Hope.

Annual subsidies to each camp in excess of capital improvements are recorded as decreases in unrestricted net assets.

Subsidies to the camps are as follows:

Camp Grier	$ 30,755
Camp New Hope and Presbyterian Point	86,046
	$116,801

Salem Presbytery's investment in each camp is recorded at book value of property, equipment, and improvements. The investment in camps at December 31, 1996 is as follows:

Camp Grier	
Land and improvements	$ 91,705
Buildings	190,854
Furniture and equipment	79,692
Less: accumulated depreciation	(250,504)
	111,747
Construction in progress	19,162
	$ 130,909
Camp New Hope	
Land improvements	$ 145,429
Buildings and improvements	307,241
Furniture and equipment	70,122
Less: accumulated depreciation	(231,699)
	$ 291,093
Presbyterian Point	
Land improvements	$ 4,301
Buildings and improvements	127,626
Furniture and equipment	122,616
Less: accumulated depreciation	(165,059)
	$ 89,484
Total investment in camps	$ 511,486

NOTE 5 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

Duke University	$33,000
Various churches	42,775
	$75,775

NOTE 6 - RETIREMENT PLAN

The employees of the Presbytery participate in a defined contribution retirement plan administered by the Board of Pensions of the Presbyterian Church (U.S.A.). The Presbytery's contributions are equal to 12% of the annual salary of participating employees. During the year ended December 31, 1996, Presbytery's contribution to the plan totaled $34,801.

NOTE 7 - NET ASSETS RELEASED FROM RESTRICTIONS

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors during 1996.

Purpose restrictions accomplished:	
Budgeted program services	$1,009,557
Presbyterian mission support	949,985
Church development	100,740
Hunger program	108,427
Committee on ministry	555
Church in the world	29,888
Other work of Presbytery	12,296
	$2,211,448

NOTE 8 - TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes or periods at December 31:

Church development	$452,643
Loans and grants to others	250,401
Hunger program	132,212
Church in the world	35,453
Other work of Presbytery	2,329
	$873,038

NOTE 9 - PERMANENTLY RESTRICTED NET ASSETS

Permanently restricted net assets are restricted in investment in perpetuity, the income from which is expendable to support:

Church development	$254,030
Hunger programs	3,573
Other work of Presbytery	4,412
	$262,015

NOTE 10 - FAIR VALUES OF FINANCIAL INSTRUMENTS

The Presbytery's financial instruments, none of which are held for trading purposes, include cash and cash equivalents, investments, and notes receivable. The Presbytery estimates that the fair value of all financial instruments at December 31, 1996, does not differ materially from the aggregate carrying values of its financial instruments recorded in the accompanying statement of financial position. The estimated fair value amounts have been determined using available market information and appropriate valuation methodologies. Judgment is required in interpreting market data to develop the estimate of fair value, and accordingly, the estimates are not necessarily indicative of the amounts that the Presbytery could realize in a current market exchange.

NOTE 11 - CONCENTRATION OF CREDIT RISK FOR CASH HELD IN BANK

The Presbytery maintains a significant portion of its cash with one bank and as a result has amounts in excess of the $100,000 limit insured by the Federal Deposit Insurance Corporation.

NOTE 12 - CONTINGENCIES

A local Presbyterian church has challenged Salem Presbytery's ownership and use of temporarily restricted assets from the D. P. Foust Estate. The disposition of these assets will be determined by legal proceedings. At December 31, 1996, the fair market value of these assets is $74,905.

Salem Presbytery

STATEMENT OF SUPPORT
PRESBYTERIAN MISSION RECEIPTS

Year Ended December 31, 1996

	Actual	Budgeted	Actual Over (Under)
SUPPORT			
Presbyterian mission receipts from churches			
Budgeted unified & selected giving	$1,726,456	$1,766,000	$(39,544)
Non-budgeted selected giving			
Special offerings	112,178	-	112,178
Validated causes	280,837	-	280,837
Total support	$2,119,471	$1,766,000	$353,471
DISBURSEMENTS			
General Assembly			
Budgeted unified & selected giving			
Presbyterian mission	$ 252,137	$ 261,706	$ (9,569)
Per capita assessments	165,666	165,666	-
Non-budgeted selected giving			
Special offerings			
One Great Hour of Sharing Offering	41,531	-	41,531
Christmas Joy Gift Offering	30,508	-	30,508
Witness Offering	15,892	-	15,892
Validated causes			
SOS Projects	40,786	-	40,786
1% theological fund	53,112	-	53,112
Crisis relief	15,225	-	15,225
Other special gifts	11,833	-	11,833
Synod of the Mid-Atlantic			
Budgeted unified & selected giving			
Presbyterian mission	201,775	208,458	(6,683)
Assessments	89,996	89,996	-
Non-budgeted selected giving			
Special offerings			
Mother's Day Offering	9,275	-	9,275
Thanksgiving Offering	8,937	-	8,937
Validated causes			
Barium Springs Home for Children	2,053	-	2,053
Presbyterian Homes, Inc.	5,005	-	5,005
Other	500	-	500
Salem Presbytery			
Non-budgeted selected giving			
Validated causes			
Grandfather Home for Children	2,531	-	2,531
Other	3,224	-	3,224
Subtotal	$ 949,986	$ 725,826	$224,160

	Actual	Budgeted	Actual Over (Under)
Balance forward	$ 949,986	$ 725,826	$224,160
Retained by			
Salem Presbytery			
Budgeted unified & selected giving			
Presbyterian mission	1,016,882	1,040,174	(23,292)
Non-budgeted selected giving			
Special offerings			
Peacemaking	6,035	-	6,035
Validated causes			
Two-Cents-a-Meal Hunger Program	130,750	-	130,750
Candidates Ordination	1,310	-	1,310
Campus Ministries	14,508	-	14,508
Total disbursements and transfers	$2,119,471	$1,766,000	$353,471

INTERIM EXECUTIVE PRESBYTER AGREEMENT

SALEM PRESBYTERY

Approved by the Council and Presbytery

The following agreement between Salem Presbytery and

____

is for the purpose of providing interim executive leadership for the Presbytery for a period of up to twelve (12) months beginning ________________, 1998, or with three months notice when a new Executive Presbyter is called.

ELEMENTS OF THE AGREEMENT

BASIC UNDERSTANDINGS: The Interim Executive Presbyter will:
- become a member of Salem Presbytery, if a clergy person
- serve as Head of Staff and Stated Clerk
- provide limited prescribed staff services to the Executive Presbyter Search Committee
- not be a candidate for the Executive Presbyter position

OVERALL PURPOSE: The Interim Executive Presbyter will:
- assist the Presbytery as it comes to terms with its history
- facilitate the involvement of leadership within the Presbytery
- maintain strong relationships with congregations, Synod, and General Assembly

PARTICULAR OBJECTIVES: The Interim Executive's work objectives will be designed to facilitate change as needed, to sustain the life of the Presbytery, and to implement and clarify in cooperation with the Council the new structure design already in place.

"SUSTAINING" OBJECTIVES: To provide staff leadership in:
- General administration
- Staff development, support and coordination
- Council
- Nominating Committee
- Permanent Judicial Commission
- Shalom and Worldwide Ministries Clusters
- Personnel Function Group
- Goals & Evaluation Function Group
- Presbytery Meetings Function Group
- Denominational Commitment Function Group

"FACILITATING CHANGE" OBJECTIVES:

- Listening to and caring for congregations
- Grief work, following a long-term ministry
- Explore leadership and decision-making styles
- Community building to continue strategies for building healthy relationships across geographical, theological, and racial lines
- Help articulate and implement new identity and vision
- Revisions in staffing rationale and personnel policies

PERSONAL QUALITIES: The Interim Executive Presbyter will be an elder or minister in the Presbyterian Church (U.S.A.). Preference will be given to an interim specialist; candidates should have at least the following qualities:

- Personal faith and integrity
- Collegial and consultative leadership style
- Strong organizational and administrative skills
- Clear communication, written and oral
- Tolerance for and acceptance of diversity
- Commitment to empowering the Presbytery
- Creativity and vision

RELATIONSHIPS: The Interim Executive Presbyter will relate to:

- All staff as Head of Staff
- Elected leaders of the Presbytery as staff resource
- The Council, and assigned committees as primary staff
- Other Executive Presbyters and Synod staff, as a colleague, by participating in Synod-wide staff meetings

ACCOUNTABILITY: The Interim Executive Presbyter will be accountable to the Presbytery through the Council and its Personnel Function Group in accordance with the Presbytery's Personnel Policies.

TERMS OF EMPLOYMENT (Annualized, subject to proration for periods other than 12 months):

Salary and Housing	$48,000 - $52,000
Pension & Major Medical	Full
Travel and Professional Expenses	Car provided, additional expenses reimbursed. Total for both not to exceed $4,000
Study Leave	Two weeks per year
Study Allowance	$1,000 per year
Vacation	One month per year
Moving Expenses	Negotiable

The specific components of the total package may be altered to fit the individual's needs.

SALEM PRESBYTERY, SHALOM CLUSTER COMMUNITY MINISTRY GRANTS

GUIDELINES

GOAL: TO HELP LOCAL CHURCHES AND GROUPS OF CHURCHES EXPAND THE MINISTRY OF THE LOCAL CHURCH OR CHURCHES BY FUNDING PROGRAMS AND PROJECTS THAT PROMOTE JUSTICE; PROGRAMS AND PROJECTS THAT AID THE ECONOMICALLY DISADVANTAGED; AND PROGRAMS AND PROJECTS THAT AID THE CULTURALLY DISADVANTAGED.

Examples of programs or program goals that may meet this goal include, but are not limited to:

Justice: Mediation programs; Reconciliation programs; Alternatives to incarceration programs; "After-care" programs aimed at helping persons with their transition back into society.

Economically Disadvantaged: Programs that deal with Adult and Child day care; Abuse, including physical abuse and substance abuse; Health care; Unemployment; Wage issues; Transportation.

Culturally Disadvantaged: Programs that deal with Co-ordination of existing public services; Education; Racism.

CRITERIA:

(1) Eligible programs shall be designed to meet the stated goal of Community Ministry Grants.

(2) Eligible programs and projects shall be based within the bounds of Salem Presbytery.

(3) Eligible programs shall be endorsed by the Session of a Presbyterian Church within Salem Presbytery.

(4) Eligible programs shall be supported by involvement of church members, both prior to funding and on a continuing basis.

(5) Ecumenical partnership is encouraged.

(6) Priority will be given to programs which provide opportunities for "hands-on" volunteer work for other churches in the Presbytery.

APPLICATION PROCESS:

A. Policies

(1) Community Ministry Grant funding shall be open to all Presbyterian churches within Salem's bounds.

(2) Funding shall be allocated by Salem Presbytery from its operating budget and shall be administered through the Shalom Cluster.

(3) The Community Ministry Grants Task Group of the Shalom Cluster shall receive and review applications and make recommendations for funding. The Cluster will include these recommendations in the budget it submits to Presbytery.

(4) Grants will be approved one time each year. All churches shall receive notification of the application criteria and process prior to budget preparation.

(5) All applications must be complete. There must be a clear description of the project and its goals, a current and a proposed budget, and a Session endorsement.

(6) Grants shall be awarded for one year. Programs desiring continued funding must re-apply each year. Continued funding will not be guaranteed.

(7) Each funded program shall be evaluated annually:

> **a member of the Task Group shall visit each program prior to funding, when possible. For new programs, the visit will be made after the program is in operation.
>
> **grant recipients shall complete a performance report on the use of the funds and the effectiveness of the project at the end of the year. Applications for funding renewal will be considered only after the performance report on the previous year has been received.

(8) Funds shall be used only for the purpose specified in the grant application.

(9) Funds unused by the end of the funding year shall be returned to Salem Presbytery.

B. PROCEDURES:

(1) Applications will be mailed to churches by November 1, prior to the annual budget preparation.

(2) Completed applications must be in the Presbytery office by January 10. A completed performance report must accompany the application if funds were received for the previous year.

(3) The Community Ministry Grants Task Group will review applications in January and February. The review will include a visit and/or an interview.

(4) Recommendations for Community Ministry Grants will be presented to Shalom Cluster for inclusion in its budget which is presented to Salem Presbytery Budget hearings.

(5) Churches will be notified of the action taken by Salem Presbytery.

Grant Application
GRANT YEAR 1999

SALEM PRESBYTERY
COMMUNITY MINISTRY GRANT APPLICATION

DEADLINE FOR APPLICATION: TO BE RECEIVED IN PRESBYTERY OFFICE BY JANUARY 10, 1998.

SECTION A: Basic Grant Application Information.

1. Name of Project:______________________________

Address:______________________
____
____

Telephone:____________________

2. Name of Principal Contact Person:____________________

Address:______________________
____
____

Telephone:____________________

3. Name of Sponsoring Church:________________________

Address:______________________
____
____

Telephone:____________________

4. Year in which project was begun:_____ [if new please check___]

5. Amount requested from Community Ministry Grant Funds__________

6. Does project have funding grants other than this grant?_______

Page 1

SECTION B: Description of Project.

1. How does this project fit into the goal of Community Ministry Grants?

2. (a) What need is being addressed? (b) What is the extent of the need?

(a)

(b)

3. (a) What population will be served (age, gender, socio-economic status, etc.)? (b) How many people does the project expect to serve?

(a)

(b)

4. Describe the project activities and the time frame for carrying them out.

5. What is the relationship between the project and the endorsing church? How do members participate in the project?

6. What opportunities are there for volunteers from other churches in Salem Presbytery to participate?

7. Describe how the project is staffed (paid and volunteer), including who approves disbursement of funds.

8. What are the expected **measurable** project outcomes, and how will the outcomes be measured? (for example, number of persons served, quality of performance, definable impact on the larger community, etc.).

SECTION C: Budget Information.

1. Attach project's current year's budget--income and expenses.

2. Attach project's proposed budget, for the year in which community ministry funds are requested--income and expenses.

3. What other funds are already committed to this project (name source of funds, and amount)?

4. List previous funding received from Salem Presbytery in the past five years--list years and amounts.

5. Amount requested from Community Ministry Grant funds:__________

NOTE

***Recipients of Community Ministry Grants shall use the funds only for the purposes specified in this application.**

***Funds unused at the end of the funding year shall be returned to Salem Presbytery.**

***Recipients shall complete the Performance Report and submit the report to the Shalem Cluster by January 10 immediately following the funding year.**

SECTION D: Session Endorsement

________________________________was endorsed by the Session of
[Name of Project]

________________________________. The Session believes all
[Name of Presbyterian Church]

information in the application to be true.

Signed:__________________________
[Clerk of Session]

Date:____________________________

RETURN APPLICATIONS AND PERFORMANCE REPORTS TO:

Community Ministry Grants Task Group
Salem Presbytery
P.O. Box 1763
Clemmons, N.C. 27012

SALEM PRESBYTERY
COMMUNITY MINISTRY GRANT PERFORMANCE REPORT
GRANT YEAR 1999

DEADLINE FOR REPORT TO BE RECEIVED IN PRESBYTERY OFFICE:
January 10, 2000

SECTION A: Grant Recipient Information.

1. Name of Project:________________________________

   Address:________________________

   ____

   ____

   Telephone:______________________

2. Name of Principal Contact Person:________________________

   Title:________________________

   Telephone:______________________

3. Name of Sponsoring Church:______________________________

   Address:________________________

   ____

   ____

   Telephone:______________________

4. Amount of Community Ministry Grant:__________

Performance Report

SECTION B: Evaluation of Project.

1. Restate the Expected Project Outcomes. [Refer to Grant Application §B #8].

2. Describe the extent to which the expected project outcomes were achieved (for example, number of persons served, quality of performance, definable impact on the larger community, etc.).

3. Were volunteers used?________

If so, how many?____________

How frequently?____________

From where did volunteers come?________________________

____

4. Was all the grant money used?______ (Please attach a financial statement for the funding year, showing income and expenses).

Signature of Person Making Report:__________________________

Title:____________________

Telephone:________________

Date:_____________________

Page 2

Performance Report

For Task Group Use:

1. Was evaluation visit made?__________
2. When?________________________________
3. By whom?_____________________________
4. Is visit summary attached?__________

RETURN APPLICATION AND PERFORMANCE REPORTS TO:

Community Ministry Grants Task Group
Salem Presbytery
P.O. Box 1763
Clemmons, N.C. 27012

ATTACHMENT 1

TRIENNIAL VISITATIONS FOR 1997

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Westminster	3	Greensboro	1/19/97	Russ Ward
Fairmont	4	Lexington	5/12/97	Bill Sosebee
Allen Temple	5	Cleveland	3/12/97	Malcolm Bullock /Elinor Swaim
Second Pres.	4	Lexington	4/20/97	J. Randy Hall
Bixby	5	Advance	6/08/97	Leland Richardson
Thomasville, First	6	Thomasville	8/07/97	James Mitcham/ Robert Gilchrist
Vandalia	3	Greensboro	8/17/97	Chris East
Madison	3	Madison	9/15/97	Dave Kivett/ Mark Cresenzo

SALEM PRESBYTERY
POLICY ON ESTABLISHMENT OF THE RELATIONSHIP BETWEEN PASTOR AND CONGREGATION
(INCLUDING TEMPORARY RELATIONSHIPS AND THE PROCEDURE FOR CALLING AN INSTALLED PASTOR)

THE PURPOSE

The Purpose of this paper is to outline the procedures for establishing the relationship between a Pastor or Associate Pastor and a Congregation in Salem Presbytery. The procedures outlined here are governed by the BOOK OF ORDER of the Presbyterian Church (USA), and have been approved by the Committee on Ministry of Salem Presbytery. The BOOK OF ORDER includes the following statements under the heading of COMMITTEE ON MINISTRY which undergird this policy:

> *It shall make recommendations to presbytery regarding calls for the services of its ministers. Every call for the services of a minister or candidate in a pastoral relationship shall be placed in its hands and presented by it to the presbytery, with a report as to the call being in order and recommendation as to whether the call shall be placed in the hands of the minister or candidate.* *G-11.0502 b*

> *It shall counsel with churches regarding calls for permanent pastoral relations, visiting and counseling with every committee elected to nominate a pastor or associate pastor. It shall advise with the committee regarding the merits, availability, and suitability of any candidate or minister whose name is contemplated for nomination to the congregation, and it shall have the privilege of suggesting names to the committee. No call to a permanent pastoral relationship shall be in order for consideration by the presbytery unless the church has received and considered the committee's counsel before action is taken to issue the call.* *G-11.0502 d*

> *It shall counsel with sessions regarding stated supplies, interim*

> *pastors, interim co-pastors, interim associate pastors, and temporary supplies when a church is without a pastor, and it shall provide lists of pastors, commissioned lay preachers, and qualified lay persons who have been trained and commissioned by the presbytery to supply vacant pulpits. Concurrence of the Presbytery through its committee on ministry is required when a session invites an interim pastor, interim co-pastor, or interim associate pastor as provided for in G-14.0513 b and c.* *G-11.0502 f*

The Committee on Ministry of Salem Presbytery takes seriously the responsibilities stated above, and is actively involved with the churches of the Presbytery during those times when they are without an Installed Pastor. This involvement begins at the time of the announcement of a pastor, co-pastor or associate pastor of his/her intent to leave a call, and continues until the next pastor, co-pastor or associate pastor is installed. Salem Presbytery, through its Committee on Ministry, is committed to a lively partnership with its congregations during the transition time between installed pastors. This policy is intended to facilitate the process by outlining clearly the steps to be taken by the session, congregation, Pastor Nominating Committee, Committee on Ministry and Presbytery. Questions concerning this policy and the process outlined should be directed to the Committee on Ministry.

THE PROCESS

I. THE PRE-SEARCH PROCESS

a. When a pastor, co-pastor, or associate pastor intends to inform a Congregation of his/her intent to leave a call, she/he should notify the Committee on Ministry.

b. Following the announcement of a pastor, co-pastor or associate pastor to leave a call, the Committee on Ministry, through its TEMPORARY RELATIONS COMMITTEE, will meet with the Session of the church to:

1. Explain the Interim period, including options for pastoral leadership during this period
2. Listen to Session concerns
3. Give direction to the Session concerning the steps to be taken to secure pastoral leadership in the interim period
4. Appoint a Moderator of the Session (upon the leaving of a pastor)

c. The TEMPORARY RELATIONS COMMITTEE will conduct an "exit interview" with the pastor, co-pastor or associate pastor.

d. The TEMPORARY RELATIONS COMMITTEE will work with the Session of the church until such time as the Session is ready to call a Congregational Meeting for the purpose of electing a Pastor or Associate Pastor Nominating Committee. A representative of the TEMPORARY RELATIONS COMMITTEE will give permission for the Session to call this meeting, and the Session will issue the Call for the meeting, as outlined in G-7.0303 b.

e. The TEMPORARY RELATIONS COMMITTEE representative will notify the CALLS AND VACANCIES COMMITTEE of the Committee on Ministry of the date and time of this Congregational Meeting.

f. The CALLS AND VACANCIES COMMITTEE will appoint a Liaison to work with the Pastor Nominating Committee, once elected, and will inform the Clerk of Session of the name of this person.

g. The Liaison will be present at the first meeting of the Pastor Nominating Committee to:

1. Help with the organization of the Committee
2. Explain the Search and Call process
3. Deliver information to facilitate the beginning of the preparation of the Church Information Form.
4. Give information on upcoming Face-To-Face events

h. A Church Mission Study will be completed if one has not been completed within the previous twelve months.

i. The Pastor Nominating Committee, with the aid of the Liaison, will complete the Church Information Form. After completion the Form will be:

1. Approved by the Session, and signed by the Clerk of Session
2. Approved and signed by the Committee on Ministry Liaison
3. Sent to Salem Presbytery Office to be forwarded to Louisville

II. THE SEARCH PROCESS

a. The Pastor Nominating Committee begins its search by:

1. Receiving Personal Information Forms from Louisville and from the Committee on Ministry and reviewing these Forms
2. Attending *Face-to-Face* events (strongly recommended) in

March and/or October
3. Soliciting Personal Information Forms from Ministers and Candidates suggested by congregational members
4. Consider self referrals

b. The Liaison helps the Pastor Nominating Committee with the reading of Personal Information Forms and continues to meet with the Pastor Nominating Committee as needed. The Liaison remains in close communication with the Chair of the Pastor Nominating Committee, and is available to make suggestions and answer questions.

c.. The Pastor Nominating Committee identifies 5-10 candidates to pursue.

d. The Pastor Nominating Committee, Liaison and Presbytery check references (those on the PIF, and, if possible, others familiar with the candidate).

e. The Pastor Nominating Committee visits prospective candidates, conducts interviews (Liaison may be present), and identifies the top candidate for the position.

f. The Pastor Nominating Committee contacts their top candidate to confirm willingness to accept the Call, if approved by Examinations Committee, Committee on Ministry, the Congregation and Presbytery.

g. The Pastor Nominating Committee notifies the Liaison and Presbytery Office of their top candidate's willingness to accept the Call if approved by the bodies stated above (f).

III. THE CALL PROCESS

a. A date and time for the top candidate to meet with the Examinations Committee and the Committee on Ministry, and for the Pastor Nominating Committee to meet with the Committee on Ministry is set by Presbytery Office..

b A letter confirming the date and time of the above meetings (a) is sent to the Candidate, Chair of the Pastor Nominating Committee and Liaison.

c. The Pastor Nominating Committee must wait until AFTER the Candidate meets with and is approved by the Examinations Committee and Committee on Ministry BEFORE asking the Session to call a Congregation Meeting for the purpose of voting on the Call.

d. The top candidate meets with the Examinations Committee and the top candidate and Pastor Nominating Committee meet with the Committee on Ministry (this is usually done on the same day).

e. If the top candidate passes the examination by the Examinations Committee and Committee on Ministry approves the Call; the top candidate and Pastor Nominating Committee finalize the Call. The Liaison will assist in making sure the call is in order and the Call Forms filled out properly.

f. The Committee on Ministry grants permission to the Pastor Nominating Committee to request that the Session call a Congregational Meeting to vote on the election of the candidate. The Committee on Ministry may grant permission for the candidate to move onto the field following the Congregation's affirmative vote.

g. The Session calls the Congregational Meeting in accordance with BOOK OF ORDER G-7.0303 b The meeting must be Moderated by an Ordained Presbyterian Minister of the Presbyterian Church (USA). (BOOK OF ORDER G-14.0503).

h. The Congregation votes by secret ballot. (BOOK OF ORDER G-14.0503 b) Following an affirmative vote (see BOOK OF ORDER G-14.0503 b. and G-14.0505), the Pastor Nominating Committee is dissolved by the Congregation, effective upon the Installation of the Pastor or Associate Pastor. The Chair of the Pastor Nominating Committee reports the outcome of the vote to Presbytery Office and the Liaison.

i. The Pastor-Elect is examined at a Presbytery Meeting. He/she may be granted permission to move unto the field and begin work prior to this Presbytery examination.

j. The Pastor Nominating Committee, Liaison and Presbytery assist the Pastor-elect in planning the Ordination and/or Installation Service.

k. A Commission to Ordain and/or Install is appointed by Salem Presbytery, convenes and prepares for the service and conducts the Ordination and/or Installation Service. Following the service the minutes of the Commission are sent to Salem Presbytery.

SUMMARY

It is the sincere hope of the Committee on Ministry of Salem Presbytery that this paper will help our congregations in the time of transition between Installed Pastors. The steps outlined here - some mandated by the BOOK OF ORDER and others coming about through our experience of working with

Sessions, Congregations and Pastor Nominating Committee during the time of transition - are intended to facilitate the process by encouraging a solid, harmonious working partnership between the Committee on Ministry and our churches. Above all, the Committee on Ministry seeks the Guidance of God as it carries out its ministry with the churches of Salem Presbytery.

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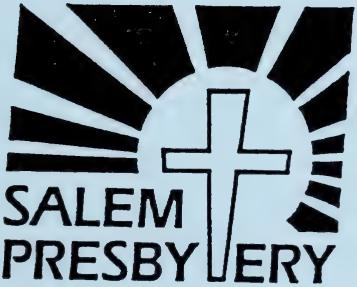
SALEM
PRESBYTERY

SPECIAL MEETING
VANDALIA PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
December 2, 1997

SPECIAL MEETING

MINUTES OF SALEM PRESBYTERY

VANDALIA PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

December 2, 1997

The Special Meeting, held on Tuesday, December 2, 1997 at Vandalia Presbyterian Church, Greensboro, N. C. was called to order by Moderator Patricia Stewart at 3:00 P.M.

The purpose of the meeting was twofold:

1) To adopt a 1998 budget for Salem Presbytery, and

2) To act on a proposal recommended by the Presbytery's Council concerning Camp New Hope.

The Presbytery joined in a service of worship, led by David Henry. The opening prayer for worship served as the opening prayer for the meeting. The organist was Carrie Johnson.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	83	Non Commissioner	6
Ministers	90		
Corresponding Members			
Ministers	2	Visitors	10
Church Educators	3	Total	194

The following ministers were enrolled:

A-F

Philip A. Beck, Ronald L. Bowie, Robert E. Button, William E. Christian, Jae Heung Chung, C. Drayton Cooper, III, O. Leighton Culler, William Reid Dalton, III, Frank M. Dew, James W. Dollar, Erica E. Durham, Stewart E. Ellis, Bruce Feltrup-Exum, Carol C. Fisher, James H. Foil, Jr., Robert O. Freeman, Aaron Fulp-Eickstaedt.

G-M

Robert M. Gant, Jr., Murv' L. Gardiner, Scott C. Girard, Robert J. Goforth, Lucius A. Gray, Perry D. Griffin, J. Randy Hall, Hewon Han, John M. Handley, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, Samuel W. Henderson, David L. Henry, Cynthia R. Higgins, Fredrick R. Horner, Robert M. Howard, Ann B. Jahnes, Robert S. Jeffords, Sr., Kurt W. Johnston, Henry J. Keating, Alyce M. Kelly, J. David Kivett, William R. Knox, Thomas K. Lane, Ruth B. Lenger, Joel M. Long, Genie V. Martin, Robert M. Matthews, Donna J. McClellan, Stephen P. McCutchan, Angus W. McGregor, Sam E. McGregor, Jr., Mary C. McNeal, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, James A. Mitcham, Molly Dotson Morgan, Allen E. Morrison, Stephen A. Moss, George H. Murray, IV.

N-Z

Lisa T. Nelson, David C. Partington, S. Curtis Patterson, Catherine J. Reed, James M. Rissmiller, Russell H. Ritchel, Jr., Brian K. Rummage, Victor C. Scott, Billy F. Sosebee, Joe L. Spears, Samuel Stevenson, Patricia F. Stewart, Larry E. Summey, David H. Sutton, C. Powell Sykes, Sr., Erich W. Thompson, Dan M. Thornton, Keith A. Uffman, T. Ronald Vaughan, Robert Veazy, Dale Walker, Rockwell P. Ward, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Daniel C. Wilkers, John A. Wilkerson, Jr., Charles Williams, James K. Wilson, Jr., Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Linda L. Blessing, Janet B. Briscoe, Robert A. Bryant, David M. Cameron, Carole F. Chase, Robert E. Cleveland, Frederick A. H. Coates, M. Susan Dobyns, Robert C. Evans, III, Judith Fulp-Eickstaedt, Robert W. Herron, Guy W. Hunt, Jr., Cynthia D. Keever, Walter W. King, Robert E. Lee, S, Edwin Lewis, B. Paul Lindsey, Stephen B. Lindsley, Steve A. Martin, Lisa M. Mullen, Joseph L. Pickard, George K. Preston, III, Richard L. Qualls, Paul N. Ridolfi, Francis J. Rivers, Jeannette G. Rodenbough, Dennis J. Sebesan, A. Carter Shelley, R. Page Shelton, Paul R. Snell, Laura M. Spangler, Bernard L. Spielman, Jr., J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, J. Lawrence Ayers, Thomas B. Bagnal, Jr., James H. Banbury, Dwight L. Barker, L. Adlai Boyd, Ernest M. Bradford, Edwin C. Brammer, Jr., Warren C. Brannon, William Brown, Malcolm M. Bullock, David H. Burr, Cecil C. Callis, George C. Carpenter, Charles R. Carter, William H. Chappell, Frank C. Collier, L. B. Colquitt, Jr., Ares Davidian, Frank A. Davison, C. Wayne Dixon, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, Morton Kurtz, Julian Lake, Donald E. Lannon, William F. Long, Wilkes D. Macaulay, James M. Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misehheimer, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Joseph K. Parker, Jr., O. W. Ferrell, A. B. Plexico, George A. Ploger, W. Clark Porter, III, Donald G. Price, John A. Redhead, Jr., Gerald N. Reiff, William C. Rhodes, Jr., Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Jamie D. Stimson, Ernest L. Stoffel, Harry S. Thomas, John G. Truitt, Jr., Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Wyatt Aiken, Jr., James H. Allen, Jonathan C. Barker, Jesse W. Bledsoe, Kathryn J. Cameron, M. Gray Clark, Virginia Ann Cowfer, William J. Cowfer, Kermit W. Dancy, Max E. Deal, James A. Dickens, Barbara E. Dua, Christopher F. East, Lou McAlister East, Carlton A. G. Eversley, James T. Frazier, Jonathan H. Freeman, Elijah B. Freeman, Larry W. Freeman, Philip R. Gehman, Sherron K. George, Carter B. Gillespie, Robert W. Henderson, Thomas Allen Huff, Jr., George Hunter, William F. Lawrence, Jr., David E. Leininger, Ann A. Letson, Robert M. Lewis, Thomas K. Lewis, III, Z. Bradford Long, William J. MacDonald, Gail Porter Nelson, J. Herbert Nelson, Franklin L. Partridge, III, Jamie Bibee Pharr, Steve Macon Pharr, Phillip J. Pogue, Marie P. Reed, Leland A. Richardson, Raymond W. Riddleberger, Jerold D. Shetler, Jeffrey D. Smith, Jerry M. Smith, Stevan A. Snipes, William F. Stephens, III, Mark T. Stewart, John B. Talmage, Al F. Thomas, Jr., Glenn C. Thomason, Kelly E. Weekley-Mills, Jeff White, Norman M. Whitney, Sr., Benjamin F. Williams, William T. Wing, III, R. Scott Woodmansee.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Ralph Bare, J. Boyd Clapp, Bill Starr, Allen Temple Margaret Cowan, Asheboro First G. Douglas Aitken, Jr., Barbara Hochuli, Bethel J. C. Tuttle, Beulah Elizabeth R. Scott, Boone First Frank Hamilton, Buffalo Sue Rabon, Calvary Margaret S. Marks, Cameron Hallie Davidson, Opal Stockton, Church of the Covenant Joyce Powers, Church of the Cross Elaine R. Buie, Community in Christ John J. Gemuenden, Cooleemee Kevin Dodd, Crestwood Clarice Hutchins, Danbury Jennie L. Hemrick, Dellabrook Annie McRae, Valjeanne Smith, Eden First Horace Penn, Elkin Donna Thompson, Faith Cecil Collins, Forest Hills Judi Bittner, Forest Park Pauline Fisher, Elaine Sampson, Franklin Evelyn Schaffer.

G-M

Grace Ethan Sherrod, Graham Bill Cooke, Greensboro First Richmond Bernhardt, Jr., Jeta Pace, Laura Pitts, Peter Vanstory, Greenwood Robert Baker, Guilford Park Steve Gordon, Mildred Stanley, Hawfields Ralph Webster, High Point First Eileen Douglas, Skip Queen, Fred Teague, Highlnd Cynthia Kirkman, Jack Owens, Jamestown John Hamil, John Calvin Hoyt McCachren, Madison Charles Rodenbough, Mebane First Thomas O. Vinson, Memorial Dick Whitt, Mocksville First Bob Wallace, Mooresville First E. Richard Fortanbary, Phifer I. Johnson.

N-Z

New Creation Ken Waegerle, North Wilkesboro Ted Hall, Alisa G. Shomaker, Oak Ridge Betty Glud, Parkway Virginia Clemons, John Dunkelberg, Pittsboro Charles W. Cameron, Prospect Harriet P. Lipe, Sedgefield Van Cochran, Shallowford Pat Fletcher, Shiloh (Burlington) Helen Hartman, Siler City Jim Mobley, Speedwell Wade Balsley, Spencer Jonnette Powell, Tom Powell, St. Andrews Ernest W. Kiger, Starmount Denise Booe, Martha Farthing, Thomasville First Martha Blake, Thyatira at Mill Bridge Justine Raymer, Jean Wilson, Trinity (Salisbury) Lessie Gaston, Andrew Wilson, Trinity (Winston-Salem) Bob Pursley, Vandalia Marian Phillips, Westminster (Burlington) Wade Redding, Westminster (Greensboro) Carolyn Plumb, Winston-Salem First Pat Blythe, Mack Dagenhart, Garnett Henson, Joyce R. Neely, Harold E. Wingert.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Burlington First, Clio, Concord, Fieldstone, Fifth Creek, Freedom, Gulf, Lexington First, Lexington Second, Lloyd, Mt. Airy First, Mt. Tabor, Mt. Vernon Springs, Pleasant Grove, Salisbury First, Shiloh (Statesville), Tabor, Taylorsville, Third Creek, Trinity (Elon College).

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethany (Graham), Bethany (Statesville), Bethesda (Ruffin), Bethesda (Statesville), Bixby, Boonville First, Centre, Clemmons, Cleveland, Collinstown, Covenant, Cross Roads, Dogwood Acres, Ebenezer, Edward Webb Memorial, El Bethel, Elmwood, Fairmont, Fellowship, Flat Rock, Francisco, Glendale Springs, Glenwood, Griers, Hills, Hope View, Immanuel, Joyce, Kernersville First, Korean First, Lansing, Laurel Fork, Little Joe's, Logan, Love Valley, Mebane, Milton, Mocksville Second, Mt. Jefferson, Mt. Vernon, New Salem, Oakland, Oakview, Old Providence, Old Town, Peak Creek, Piedmont, Pilot Mountain First, Pine Hall, Pine Ridge, Red House, Reid Memorial, Reidsville First, Riverview, Rumple Memorial, St. James, St. Paul (Greensboro), St. Paul (High Point), Salisbury Second, Sandy Ridge, Shady Side, Smyrna, Southminster, Sparta, Springwood, Statesville First, Stoneville, Unity, Wentworth, Whispering Pines, Yadkinville, Yanceyville.

The following Christian Educators were enrolled:

Sammie D. Braxton, Gin Reid Blair-Mitchem, Samantha Wesley.

The following Corresponding Members were present:

Bob Curry, Synod of the Mid Atlantic Staff for Campus Ministry
Fred Sanford, Hudson River Presbytery, Interim at Prospect

The following Visitors were registered:

Marian Cameron, Frances Jones, Gayl Knox, Kristie Meehan, Marsha Mutch, Otis B. Scott, Bart Shaw, John Stewart, Muriel Ward, Francis Young.

The following Administrative Staff were present:

Judy Brock, Willie D. Garvin, Brenda Nance, Phyllis Plyler, Esther Preston, Sara Williams.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

STATEMENT OF PURPOSE AND DOCKET

Mack Dagenhart, Moderator of the Council Cluster, presented the Docket. The Moderator stated the purpose of the meeting and reminded the commissioners that actions in the meeting were limited by the call to the meeting.

ACTION:

1. Presbytery approved the Docket as presented (Appendix A, p. 249).

CAMP NEW HOPE

Mack Dagenhart presented Council's recommendation concerning the camp.

ACTION:

2. Presbytery postponed action on Camp New Hope until such time as a committee to be appointed by Council reports to the Presbytery.

BUDGET AND FINANCE FUNCTION GROUP

Dick Orr, Moderator

ACTIONS:

3. Presbytery approved the attached "1998 Proposed Budget" (Appendix B, pp. 250-253).
4. Presbytery declared its intention that any net income over and above the budget total, and any unspent funds from the 1997 and 1998 fiscal years be designated first to Campus Ministry(not to exceed $55,000), and then to New Church Development.

ADJOURNMENT AND BENEDICTION

The business of the day having been concluded, the special Meeting of Salem Presbytery was adjourned at 4:20 P.M. with prayer by the Moderator.

Attested:

John M. Handley

John M. Handley,
Stated Clerk

SALEM PRESBYTERY
SPECIAL MEETING
VANDALIA PRESBYTERIAN CHURCH

DOCKET

December 2, 1997

VISION

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit, we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

Name Tag Color Code

Elder Commissioners	yellow dot
Ministers	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

Numbers in parentheses ( ) correspond to numbers in Packet materials

2:00 p.m.		REGISTRATION
3:00		CALL TO ORDER
	(1.1)	AFTERNOON PRAYERS
	(2.1)	DOCKET
	(3.1)	COUNCIL CLUSTER
4:30		ADJOURNMENT AND BENEDICTION

For Information

General Assembly Moderator Visit
Hunger/2 Cents Per Meal Bulletin Insert
A Forum on Congregational Health
Evangelism Connections '98

1998
PROPOSED BUDGET
SALEM PRESBYTERY

APPENDIX B

INCOME:	1996 Actual	1997 Budget	1998 Askings	1998 Proposed
Benevolence Giving	$1,726,455	$1,766,000	$1,726,455	$1,756,455
Presbyterian Hunger Program	$8,250	$6,000	$5,000	$0
Program Receipts	$45,631	$24,200	$60,000	$60,000
Miscellaneous	$3,472	$0	$0	$0
Interest Income	$21,942	$20,000	$20,000	$20,000
Synod--Campus Ministry Grant	$0	$92,498	$83,912	$83,912
One-time Grants from Schools	$0	$5,500	$0	$0
1996 Year-end unspent funds	$0	$81,695	$0	$0
TOTAL REVENUE	$1,805,750	$1,995,893	$1,895,367	$1,920,367
EXPENSES:				
ADMINISTRATION COSTS				
Executive Presbyter/S.C.				
Salary	$41,716	$42,967	$44,042	$42,967
Housing	$13,000	$13,390	$13,725	$13,390
Pension	$15,320	$15,700	$16,175	$15,700
Self Employment Ins.	$4,186	$4,311	$4,419	$4,311
Dental Ins.	$515	$515	$515	$515
Continuing Education	$971	$1,200	$1,200	$1,200
Travel	$4,864	$4,500	$4,500	$4,500
Total	$80,572	$82,583	$84,576	$82,583
Assoc. Finance/Treasurer				
Salary	$45,353	$46,611	$47,776	$46,611
Pension	$12,671	$13,051	$13,377	$13,051
Social Security	$3,462	$3,566	$3,655	$3,566
Dental Ins.	$372	$372	$252	$372
Continuing Education	$721	$1,000	$1,000	$1,000
Travel	$2,599	$2,500	$2,500	$2,500
Total	$65,178	$67,100	$68,560	$67,100
Assoc Presby Care/Leadership				
Salary	$25,743	$26,516	$27,178	$26,516
Housing	$16,632	$17,131	$17,559	$17,131
Pension	$11,865	$12,221	$12,527	$12,221
Self Employment Ins.	$3,241	$3,339	$3,422	$3,339
Dental Ins.	$515	$515	$515	$515
Continuing Education	$1,034	$1,000	$1,000	$1,000
Travel	$3,558	$4,000	$4,000	$4,000
Total	$62,588	$64,722	$66,201	$64,722
Assoc. Presby./Congre. Life				
Salary	$29,672	$30,562	$31,326	$30,562
Housing	$13,000	$13,390	$13,725	$13,390
Pension	$11,948	$12,307	$12,614	$12,307
Self Employment Ins.	$3,264	$3,362	$3,446	$3,362
Dental Insurance	$929	$515	$515	$515
Continuing Education	$942	$1,000	$1,000	$1,000
Travel	$2,930	$3,500	$3,500	$3,500
Total	$62,685	$64,636	$66,126	$64,636

	1996 Actual	1997 Approved	1998 Askings	1998 Proposed
Hunger Action Enabler				
Salary	$11,689	$0	$0	$0
Pension	$0	$0	$0	$0
Self Employment Ins.	$0	$0	$0	$0
Continuing Education	$678	$0	$0	$0
Travel	$354	$0	$0	$0
Total	$12,721	$10,000	$10,000	$3,000
Sub Total Program Staff	$283,744	$289,041	$295,463	$282,041
NON EXEMPT STAFF				
Salaries/Benefits	$139,889	$146,658	$146,658	$146,658
Travel	$336	$1,000	$1,000	$1,000
Continuing Education	$678	$800	$800	$800
Overtime/bonus/temporary	$1,300	$1,300	$1,300	$1,300
Sub Total Non-exempt	$142,203	$149,758	$149,758	$149,758
TOTAL STAFF COMPENSATION	$425,947	$438,799	$445,221	$431,799
Office Costs				
Rent/Utilities	$23,550	$23,550	$23,550	$23,550
Telephone	$9,069	$9,500	$9,000	$9,000
Custodial	$1,980	$2,000	$2,400	$2,400
Service/Maintenance	$13,586	$12,400	$12,000	$12,000
Office Supplies	$0	$0	$0	[illegible]
Postage	$2,536	$5,000	$3,500	$3,500
Equipment Maintenance	$180	$600	$500	$500
Equipment Purchase	$3,784	$0	$1,000	$1,000
Audit/Legal	$8,830	$8,500	$9,000	$9,000
Insurance	$9,292	$8,500	$8,500	$8,500
Miscellaneous	$0	$0	$0	$0
Legal Fees	$7	$500	$500	$500
Motor Vehicle	$0	$0	$0	$0
Sub Total	$72,814	$70,550	$69,950	$69,950
TOTAL ADMINISTRATION COST	$498,761	$509,349	$515,171	$501,749
GOVERNING BODY				
Administrative Commission	$0	$0	$3,000	$1,000
Bi-Centennial Committee	$229	$0	$250	$150
Black Caucus	$4,389	$3,900	$3,500	$3,500
Nominating Committee	$466	$600	$600	$500
Permanent Judicial Com.	$0	$1,200	$1,200	$500
Presbyterian Men	$642	$1,045	$1,050	$800
Representation Committee	$40	$100	$100	$100
Self Development of People	$16	$0	$100	$100
Stated Clerk	$14,563	$17,000	$16,550	$16,000
Women of Color	$791	$1,000	$1,250	$800
TOTAL GOVERNING BODY	$21,136	$24,845	$27,600	$23,4[illegible]

	1996 Actual	1997 Budget	1998 Askings	1998 Proposed
COUNCIL CLUSTER				
Council Costs	$3,729	$5,200	$6,250	$5,100
Budget/Finance Task Group	$630	$689	$0	$0
Communications Task Group	$5,924	$7,934	$7,700	$3,350
Evaluations/Goals Task Group	$2,753	$800	$1,350	$1,200
Denominational Committment	$644	$2,075	$2,150	$1,500
Presbytery Mtgs. Task Group	$0	$0	$700	$700
Personnel Task Group	$558	$600	$2,700	$2,700
Program Pool	$0	$0	$1,000	$1,000
Year-end Unspent Funds Alloc	$185,720	$0	$0	$0
TOTAL COUNCIL CLUSTER	$199,958	$17,298	$21,850	$15,550
CHURCH GROWTH/ENRICHMENT CLU				
Cluster Costs	$7,436	$2,650	$2,650	$3,000
Church Development Task Grou	$29,374	$177,116	$555,000	$153,608
Evangelism Task Group	$4,177	$6,600	$6,000	$6,000
Small Church Task Group	$84,210	$118,000	$136,250	$110,000
TOTAL CHURCH/GROWTH CLUSTER	$125,197	$304,366	$699,900	$272,608
SHALOM CLUSTER				
Cluster Costs	$145	$200	$7,500	$6,000
Campus Ministry Task Group	$48,522	$176,635	$176,737	$126,321
Ecumenical Relations Task Gr	$1,365	$2,300	$1,800	$1,000
Ministry Grants Task Group	$21,511	$21,528	$27,362	$20,078
Peace/Justice Task Group	$1,320	$3,375	$5,000	$5,000
NC Prison Ministry Task Grou	$10,017	$11,250	$9,000	$9,000
Women's Ministry Tsk Gr	$809	$3,000	$2,130	$2,130
TOTAL SHALOM CLUSTER	$83,689	$218,288	$229,529	$169,529
MINISTRY CLUSTER				
Committee on Ministry	$7,321	$8,200	$47,650	$25,450
Calls and Vacancy Task Group	$1,313	$2,000	$0	$0
Compensation/Retirement Grou	$2,496	$3,500	$0	$0
Conciliation Task Group	$818	$2,250	$0	$0
Professional Support Task Gr	$7,983	$6,700	$0	$0
Visitation Task Group	$236	$2,400	$0	$0
Examinations Committee	$670	$1,400	$1,400	$1,400
Preparations Committee	$12,973	$23,085	$23,085	$23,085
TOTAL MINISTRY CLUSTER	$33,810	$49,535	$72,135	$49,935
WORLDWIDE MINISTRY CLUSTER				
Cluster Expenses/Projects	$0	$0	$13,200	$13,200
Worldwide Ministry Task Grou	$27,221	$9,050	$0	$0
TOTAL WORLDWIDE MINISTRY	$27,221	$9,050	$13,200	$13,200

	1996 Actual	1997 Approved	1998 Askings	1998 Proposed
EDUCATIONAL MINISTRY CLUSTER				
Cluster Expenses	$899	$3,125	$5,375	$5,375
Adult Ministry Task Group	$2,145	$2,260	$1,850	$1,850
Children's Ministry Tsk Gr	$638	$1,900	$1,500	$1,500
Pathways Task Group	$5,809	$8,000	$7,650	$7,650
Outdoor Ministries Task Gr	$106,862	$107,401	$107,401	$87,401
Resource Center Task Group	$1,614	$2,500	$3,150	$3,150
Singles Task Group	$258	$850	$925	$925
Spiritual Formation Cmte	$384	$1,400	$0	$0
Worship/Music Task Group	$969	$2,000	$1,100	$1,100
Youth Ministry Task Group	$14,430	$7,900	$39,900	$39,900
TOTAL EDUCATIONAL MINISTRY	$134,008	$137,336	$168,851	$148,851
TOTAL PRESBYTERY OPERATIONS	$1,123,780	$1,270,067	$1,748,236	$1,194,872
ASSESSMENTS				
General Assembly	$165,666	$165,997	$165,666	$165,666
Synod of the Mid-Atlantic	$89,956	$91,461	$91,461	$91,461
BUDGETED BENEVOLENCE				
General Assembly	$261,706	$261,375	$261,375	$261,375
Synod of the Mid-Atlantic	$208,458	$206,993	$206,993	$206,993
Higher Governing Bodies Tota	$725,786	$725,826	$725,495	$725,495
TOTAL EXPENSES	$1,849,566	$1,995,893	$2,473,731	$1,920,367
Excess Income/Expenditure	($43,816)	$0	($578,364)	$0

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HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
February 7, 1998

THIRTY-EIGHTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA
April 21, 1998

THIRTY-NINTH STATED MEETING
JORDAN-MATTHEWS HIGH SCHOOL
SILER CITY, NORTH CAROLINA
July 18, 1998

FORTIETH STATED MEETING
SPARTA ELEMENTARY SCHOOL
SPARTA, NORTH CAROLINA
October 24, 1998

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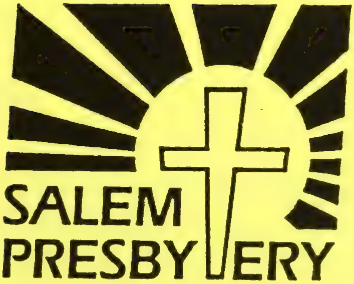
SALEM
PRESBYTERY

THIRTY-SEVENTH STATED MEETING
HIGHLAND PREBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA
February 7, 1998

THIRTY-SEVENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

HIGHLAND PRESBYTERIAN CHURCH

WINSTON-SALEM, NORTH CAROLINA

February 7, 1998

The Thirty-Seventh Stated Meeting of Salem Presbytery, held on Saturday, February 7, 1998, at Highland Presbyterian Church, Winston-Salem, North Carolina, was called to order by Moderator Patricia Stewart at 9:00 a.m. She led the opening prayer.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	162	Non-Commissioners	6
Ministers	139		
		Visitors	107
Church Educators	5		
		TOTAL	419

The following ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, James H. Banbury, Philip A. Beck, Jesse W. Bledsoe, Ronald L. Bowie, Ernest M. Bradford, Joseph A. Browde, Malcolm M. Bullock, Robert E. Button, Kathryn J. Cameron, Carole F. Chase, Jae Heung Chung, M. Gray Clark, Frederick A. H. Coates, Frank C. Collier, William J. Cowfer, O. Leighton Culler, William R. Dalton, III, Kermit W. Dancy, Frank A. Davison, Frank M. Dew, James A. Dickens, C. Wayne Dixon, M. Susan Dobyns, Erica E. Durham, Christopher F. East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Bruce Feltrup-Exum, Carol C. Fisher, James T. Frazier, E. B. Freeman, Robert O. Freeman, Aaron Fulp-Eickstaedt, Judith Fulp-Eickstaedt.

G-M

Robert M. Gant, Jr., Murv L. Gardiner, Robert J. Goforth, Lucius A. Gray, Perry D. Griffin, Hewon Han, John M. Handley, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, Samuel W. Henderson, Cynthia R. Higgins, Fredrick R. Horner, Robert M. Howard, Thomas A. Huff, Jr., Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Henry J. Keating, Cynthia D. Keever, J. David Kivett, William R. Knox, Morton Kurtz, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., David E. Leininger, Ann A. Letson, Robert M. Lewis, S. Edwin Lewis, Stephen B. Lindsley, Joel M. Long, Wilkes D. Macaulay, William J. MacDonald, Genie Varker Martin, Robert M. Matthews, Donna J. McClellan, Stephen P. McCutchan, Angus W. McGregor, Sam E. McGregor, Jr., Mary C. McNeal, Francis Rivers Meza, Judson J. Milam, John L. Milholland, E. Thomas Miller, James A. Mitcham, Molly D. Morgan, Allen E. Morrison, Stephen A. Moss, George H. Murray, IV.

N-Z

Robert E. Osman, David C. Partington, Franklin L. Partridge, III, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, Richard L. Qualls, Catherine J. Reed, Marie P. Reed, Raymond W. Riddleberger, Paul N. Ridolfi, James M. Rissmiller, Jeannette G. Rodenbough, Brian K. Rummage, Victor C. Scott, Dennis J. Sebesan, A. Carter Shelley, Jerold d. Shetler, Jeffrey D. Smith, Paul R. Snell, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, David H. Sutton, C. Powell Sykes, Sr., Glenn C. Thomason, Erich W. Thompson, Dan M. Thornton, Keith A. Uffman, T. Ronald Vaughan, Robert F. Veazey, Stanley M. Voth, Dale Walker, Rockwell P. Ward, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Jeff White, Norman M. Whitney, Sr., Daniel C. Wilkers, John A. Wilkerson, Jr., Charles Williams, James K. Wilson, Jr., R. Scott Woodmansee.

The following Ministers asked to be excused from attendance:

Jonathan C. Barker, Linda L. Blessing, Robert A. Bryant, David M. Cameron, William E. Christian, C. Drayton Cooper, III, Virginia Ann Cowfer, Max E. Deal, James W. Dollar, James H. Foil, Jr., David L. Henry, Robert W. Herron, Kurt W. Johnston, Walter W. King, Robert E. Lee, B. Paul Lindsey, Steve A. Martin, James F. Miller, Lisa T. Nelson, Joseph L. Pickard, Russell H. Ritchel, Jr., Bernard L. Spielman, Jr., Al F. Thomas, Jr., J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., Dwight L. Barker, L. Adlai Boyd, Edwin C. Brammer, Jr., Warren C. Brannon, William Brown, David H. Burr, Cecil C. Callis, George C. Carpenter, Charles R. Carter, William H. Chappell, L. B. Colquitt, Jr., Ares Davidian, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, Julian Lake, William F. Long, James M. Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, W. Clark Porter, III, Donald G. Price, Gerald N. Reiff, William C. Rhodes, Jr., Leland A. Richardson, Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Ernest L. Stoffel, Harry S. Thomas, John G. Truitt, Jr., Robert L. Turner, William D. Varker, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

James H. Allen, Janet S. Briscoe, Robert E. Cleveland, Barbara E. Dua, Lou McAlister East, Jonathan H. Freeman, Larry W. Freeman, Philip R. Gehman, Carter B. Gillespie, Scott C. Girard, J. Randy Hall, Robert W. Henderson, Alyce M. Kelly, Ruth B. Lenger, Z. Bradford Long, Lisa M. Mullen, Gail Porter Nelson, Richard R. Osmer, Steve Macon Pharr, George K. Preston, III, R. Page Shelton, Jerry M. Smith, Samuel Stevenson, Mark T. Stewart, John B. Talmage, Benjamin F. Williams, Richard S. Wurst, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Dan Hobbs, Pat Royal, Mark Van Dorn, Allen Temple Margaret Cowan, Virginia A. Mott, Asbury Tom Sheppard, Asheboro First G. Douglas Aitken, Jr., Betty Lee, Baird's Creek Mark D. McGuire, Bethany (Graham) Don E. Boggs, Bethany (Statesville) Jean Boon, Carolyn Lambert, Bethel Pat McGee, Bethesda (Ruffin) Randy Reagan, Bethesda (Statesville) Allen Cook, Reid Cooke, Beulah Debbie Coles, Elizabeth

R. Scott, Bixby Barbara Carter, Boone First Harris Prevost, Burlington First Herbert Green, David Vaughan, Calvary Margaret S. Marks, Cameron Clayton Chambers, Phyllis Chambers, Centre David Holthouser, Church of the Covenant David Sheets, Church of the Cross Don R. Moore, Clemmons Shirley Gunn, Clio Adrian Dobson, Community in Christ Keith Hoover, Concord Hugh Ervin, Mary Lou Stevenson, Cooleemee Grier C. Waller, Covenant Laura Gaylor, Cross Roads Ray Clark, Dellabrook Charles Burns, Irma Jackson, Eden First Bill Robertson, Edward Webb Memorial Gladys W. Bailey, LaDonna McCarther, Elkin Ron Ashman, Fairmont Nancy Frank, Faith Russ Hudson, Fellowship Kathy Kirstner, Fieldstone Scott Brown, Fifth Creek Roy N. Campbell, Keith Niblock, Flat Rock Rosa Marshall, Forest Park Pauline Fisher, Elaine Sampson, Fancisco Colleen S. Collins, Franklin Kyle Huffman, Freedom Wilma Norman, Dorene Stevenson.

G-M

Glendale Springs Leslya Phipps, Glenwood Ginger Kota, Grace Willie C. Gray, Anthony McLean, Graham Sally Horner, Betty Webb, Greensboro First Jack R. Brantley, Bette B. Dunker, J. B. Friday, Will Hobbs, Bryan Jeffreys, Griers Donna Kimbro, Guilford Park Donna Barrier, Pat Cockman, Hawfields Sandra Beaudry, High Point First Steve Braxton, Bill Hylton, Highland Peter Alford, Barbara Bonnar, Immanual John B. Brown, Jr., Jamestown Blair Holder, Kerry Miller, John Calvin Hoyt McCachren, Kernersville First James O. Nicholson, Jr., Korean First Jung H. Kim, Eui Park, Laurel Fork Robert Hollaway, Lexington First Marjorie McCutchen Clark, J. Gordon Wright, Lexington Second Bobbie Helmstetler, Lloyd Norman F. Brown, Elizabeth West, Love Valley Gay Burr, Madison Pat Hayes, Mebane Marshall Taylor, Mebane First Donald L. Tate, Thomas O. Vinson, Memorial Mary Sue Waite, Mocksville First Perry Call, Mooresville First Mark E. Auten, Mary H. Fortanbary, Mount Airy First Steve Taylor, Mount Jefferson Karen Mullinax, Mount Tabor Vanessa Chunn, Carolyn Nesbit, Mount Vernon Brenda Chunn, Rachel Hunter, Mount Vernon Springs Frances Porter, W. J. Porter.

N-Z

New Salem al Leaper, North Wilkesboro Bill Lipscomb, Alisa G. Shomaker, Oak Ridge Mike McClanahan, Old Providence Jeanie Weaver, Old Town Margaret Scruggs, Parkway Roy Alexander, Fred Ward, Pilot Mountain First Glenda H. Palmer, Pine Hall Gary D. Wilson, Pittsboro Charles W. Cameron, Pleasant Grove Joe G. Wright, Prospect Allen Lowrance, Reidsville First Tilda Balsley, Rumple Memorial Doug Stover, Salisbury First Michael Farris, Lynn Miller, Linda Thurston, Salisbury Second Anne Kimball, Tom Kimball, Sandy Ridge Terry N. Harris, Sedgefield Bill Poe, Shallowford Pat Fletcher, Shiloh (Statesville) Jerry L. Bustle, Mary L. Bustle, Smyrna D. L. Tuttle, Sparta Robert Sprinkle, Speedwell Deryl W. Torbert, Spencer Dot Landis, St. Andrews Gina Crews Ross, St. James Marsha Knox, St. Paul (Greensboro) Ronald L. Ervin, Starmount Jim Fisher, Evelyn Garrison, Statesville First George Caudle, Betty Long, Bill Sherrill, Stony Creek Ronnie W. Smith, Taylorsville George Holleman, Third Creek Joyce P. Brown, Thomasville First Joe G. Bennett, Thyatira at Mill Bridge Frank Fuller, Trinity (Elon College) Bruce Wheeler, Trinity (Salisbury) David Boger, Andrew Wilson, Trinity (Winston-Salem) Margaret Elliott, Unity Bobby Whitesides, Vandalia Lois Bohnsack, Westminster (Burlington) William Draver, Westminster (Greensboro) Karen Graham Harrill, Brian Reeve, Whispering Pines Becky McMasters, Winston-Salem First Pat Blythe, James S. Price, Robert Wesley, Harold E. Wingert, Yadkinville Janice Wooten, Yanceyville) Ruby Sheridan.

The following Churches were excused from having representatives at this meeting of Presbytery:

Forest Hills, Hills, Pine Ridge, Tabor.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Boonville First, Buffalo, Cleveland, Collinstown, Crestwood, Danbury Community, Dogwood Acres, Ebenezer, El Bethel, Elmwood, Greenwood, Gulf, Hope View, Joyce, Lansing, Little Joe's, Logan, Milton, Mocksville Second, New Creation Community, Oakland,Oakview, Peak Creek, Piedmont, Red House, Reid Memorial, Riverview, St. Paul (High Point), Shady Side, Shiloh (Burlington), Siler City, Southminster, Springwood, Stoneville, Wentworth.

The following Church Educators were enrolled:

Heather Ferguson, Bonnie Lamberth, Cindy Ruhl, Pat Smith, Samantha Wesley.

The following Administrative Staff were present:

Judy Brock, Willie Garvin, Brenda Nance, Phyllis Plyler, Esther Preston, Sara Williams.

The following Visitors were registered:

Mike Andrews-Kulis, Annie Miller Bates, Bill Beasley, Nellie Bescher, Lois Brake, Thomas Brown, Joyce Caddell, Marian Cameron, Lori Carr, Margaret Carr, Roy Carr, S. David Carriker, Roy L. Carruth, Betsy Carver, Yvonne Cockerham, Greta Connor, Tina Cowan, Calvin Crump, Mack Dagenhart, Krista Davidson, Marion Davis, Faith Davison, Nancy Dixon, Minnie Dobbins, Octavia Edwards, Jean Evans, Roy Evans, Jr., Louise Farrior, Robert Finley, Dorothy Fleming, Julius Fulmore, Kyle Goodman, Rebecca Hall, John Hamil, Kay Harris, Jason Harvey, Barbara Hochuli, Louise Hussey, Chris Hutchison, Towanda Jackson, Cynthia Kirkman, Dale LeCount, Frank Leeper, Christie Leininger, Nancy Lindeman, Marvin Lindsay, Forrest Lloyd, Martha Lloyd, John Lucas, Cora Massey, Renee McCachren, Lib McPherson, James Miles, Jane Miller, Jim Milligan, Sabra Cope Mills, Mary Mitcham, Mrs. W. L. Mowery, W. L. Mowery, William Opdyke, Louise Palmer, Lunette Plexico, Les Preston, Catherine Rankin, Rainey Ratchford, Virgia Rush, Frederic Sanford, Otis B. Scott, Albert Shaw, Ethan Sherrod, William Shouse, Alice Shuflet, Kristi Simpson, Gwen Smith, Henry L. Smith, Patsy Smith, Maria Smithson, Marcus Snoddy, Steven Stadler, John Steele, Jr., John Stewart, Elizabeth Stover, Moon Suh, Jim Swing, Ruth Taylor, Ann Tillman, Nori Torbert, Dan Vigilante, Hubert Wall, Lily Wray Ward, Helen Warren, Edith C. Wasko, Kathrin J. Weis, Randy Wellford, Alura Wheeler, Carolyn White, Murray White, Jr., D. J. Whitfield, John Whitfield, Peggy Wilson, Albert Winn, Michelle Wood, Byron Wolfe, Benita Wooten, Madalu Wright, Mary Young.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. Presbytery approved the Docket as proposed. (See Appendix A, pp. 30-32.)

OMNIBUS MOTION

Mack Dagenhart, Moderator of the Council Cluster, presented the Omnibus Motion. Following the opportunity to remove items from the Omnibus Motion, it was approved in a single vote. The recommendations so approved appear in the reports of the persons, clusters, or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by Elder Cynthia Kirkman. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix B, pp. 33-34.)

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix C, pp. 35-37.)

WORSHIP AND COMMUNION

At 9:15 a.m., the Presbytery joined in a service of worship and communion. The liturgist was the Reverend A. Carter Shelley. The Reverend Dr. John M. Handley preached the sermon entitled, "Take Me To Your Leader: Who's In Charge Here?". The Reverends Carlton Eversley and Steve McCutchan led the Sacrament of Holy Communion. The organist was Mr. Henry Tysinger, and special music was offered by the Highland Choir.

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE

David Kivett, Moderator

Presbytery proceeded with the examination of Thomas Angus Brown, S. David Carriker, Louise H. Farrior, Frank W. Leeper, William Marvin Lindsay, III, Charles Frederic Sanford, Randolph Thomas Wellford, and Albert C. Winn.

RECEPTION OF THOMAS ANGUS BROWN

ACTION:

2. Presbytery approved the committee and floor examination of Thomas Angus Brown in accordance with Book of Order G-11.0402 upon his affirmative answers to constitutional questions.

    A. The Reverend Thomas Angus Brown was received into Salem Presbytery from the Presbytery of Louisville to accept the call of the First Presbyterian Church, Greensboro, to serve as Associate Pastor.

B. His credo which follows was approved:

I believe that God is loving creator of all. In love, God created human beings and called us forth in God's image to be co-creator's and to thrive in the presence of the fullness of God's Love. Yet we human creatures, specially gifted by God with reason and self-discernment, have chosen again and again to try to make ourselves more than God, to spurn God's love, to try to limit God, and therefore to create separation between God and ourselves. We sin. Yet the loving, patient, creator God has sought again and again to overcome the barriers and divisions we place between God and ourselves. God has taken the initiative to seek reconciliation in the breach of God's creation. A written revelation of God's actions of reconciling love and humanity's stubborn rejection of this love is the Bible. Through stories the Bible reveals how God called forth the people of Israel to be in fullness of relationship with God. God provided the people leaders and kings; laws and a place; protection and promise; yet still in their stubbornness, sinfulness, and fearfulness the people rejected God's reconciling love.

As a Christian I believe that God's greatest act of reconciling love is to have given Godself for the sake of creation. Since humanity continued to fall again and again in their journey to follow God, then God acted to overcome the breach by becoming fully human and walking with humankind. In the person Jesus the Christ, God came into the world so that a broken creation might be healed. Through His birth, life, teaching, leading, death, and resurrection, Jesus overcame all which might separate us from being in fullness of relationship with God. As Paul writes: "Nothing can separate us from the love of God through Jesus Christ our Lord." Christ called forth and continues to call forth disciples to proclaim the wonderful love of God and to witness to the resurrection of Jesus. Through Christ the final barrier is breached, God's grace is revealed and the human creature is forgiven.

I believe that God's Spirit or presence is a constant in creation. After all, the breach has been healed, and Christ has overcome all that separates creature from creator. Yet we only realize this presence in those moments when we open ourselves fully to God and we return to become co-creators with God and love ourselves and others as God has loved us.

I believe that the community of faith that is the church is the ongoing expression and living witness to the unconditional love of God, empowered by God's Spirit. Through prayer, praise, confession, forgiveness, proclamation, the sacraments, service, remembering, sharing, and struggling the church reveals God's love to a still confused and stubborn world. We who call ourselves disciples of the living Christ are called to witness to God's grace and unconditional love for God's creation. This discipleship is not a passive witness of watching others perform and proclaim on our behalf, but rather an active and dynamic witness which through a variety of gifts proclaims and performs the Good News of God's Grace.

I believe that as a disciple of Jesus Christ and a witness to God's abundant Grace, I have been called to the ministry of Word and Sacrament. Through gifts of teaching, recreation, vision, and leadership I seek to minister within the Church and to facilitate and resource others in Christian Discipleship.

C. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Brown and the First Presbyterian Church, Greensboro, North Carolina, effective January 18, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$27,000.00
Housing Allowance	18,000.00
Automobile Expense Reimbursement	2,000.00
Study Leave Reimbursement	1,500.00
Board of Pensions	12,600.00
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend Thomas Angus Brown at First Presbyterian Church, Greensboro, North Carolina, on March 8, 1998, at 11:15 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Jerry Shetler	Preach the Sermon	Minister
Judy White	Charge the Minister	Elder
Maggi Henderson	Charge the Congregation	Minister
Robert Kollar	Lead in Worship	Elder
Tom Vinson	Prayer of Installation	Elder

E. Mr. Brown was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF S. DAVID CARRIKER

ACTION:

3. Presbytery approved the committee and floor examination of S. David Carriker in accordance with Book of Order G-11.0402.

A. The Reverend S. David Carriker was received into Salem Presbytery from the Presbytery of Eastern Virginia so that he may accept the call to be Pastor of Third Creek Presbyterian Church, Cleveland, North Carolina, effective January 1, 1998.

B. His credo which follows was approved:

I function theologically from a Biblical perspective, being raised in a Christian family. I have an inquisitive and investigating mind and spirit as I search the Scriptures and life itself. I have heard the debates and sat through the arguments and still find:

1) Jesus is LORD of all! He is God incarnate in flesh. He is the only Savior from God the Father sent to redeem men and women, boys and girls by His work on earth, on the cross and in the grave. He is a loving, encouraging, serving God and the brother of us all. God does not indicate that He had other heavenly children, equipped to conquer all that separates His earthly children from Him. Therefore, Jesus alone is our only hope.

2) Jesus sent the Holy Spirit to the early Christians, who comprised the 'church' (Acts 2). Since that time He sends the Holy Spirit to all believers with much the same purpose: to minister, to live in faith, to show grace, to bring others to the Father. For the individual Christian, the Holy Spirit leads us reading the Scripture, guides us in endeavors of faith and gives us sight (vision) to see the world with God's eyes.

3) Jesus came from God the Father, who resides in heaven and walks on the earth. He has revealed His nature in Jesus Christ and continues to manifest Himself in the Holy Spirit. His name is revealed as Yahweh or Jehovah (in the Old Testament), and there is no indication that God would use other names on this earth for other people to call. God created us for His purpose, loves us eternally, and desires us to be with Him forever.

4) The Scriptures of the Old and New Testaments are the Word of God, revealed and proven through time to be the means by which God speaks. Through many writers, with different personalities, goals and objectives, God has spoken. In many ways He has revealed His Word and will. It is plain enough for us all to understand...and I stand on God's Word.

5) The church is the collection of God's people. We are challenged with the holiness of the life of Jesus Christ, yet reminded of our humanity by our own sinfulness, sins and sin. But we are still God's church. Salvation is there not because of us, but because of Christ. The church is not holy because of us, but because of the holiness of Jesus Christ. Because of this we have His calling.

I have heard the call; I belong to Christ. And by these convictions I live my life; still learning in humbleness; still growing in grace. I seek to serve God wherever I go in His name.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Carriker and Third Creek Presbyterian Church, Cleveland, North Carolina, effective January 1, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$30,840.00
Housing Allowance	8,400.00
Automobile Expense Reimbursement	3,600.00
Study Leave Reimbursement	1,400.00
Board of Pensions	10,192.00
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend S. David Carriker at Third Creek Presbyterian Church, Cleveland, North Carolina, on March 8, 1998, at 5:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Joel Long	Preside & Propound the Constitutional Questions	Minister
John Handley	Preach the Sermon	Minister

Joyce Brown	Charge the Minister	Elder
Margaret Carr	Charge the Congregation	Elder
John Gray	Lead in Worship	Elder
John Milholland	Prayer of Installation	Minister

E. Mr. Carriker was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF LOUISE H. FARRIOR

ACTION:

4. Presbytery approved the committee and floor examination of Louise H. Farrior in accordance with Book of Order G-11.0402.

   A. The Reverend Louise H. Farrior was received into Salem Presbytery from the Presbytery of Grace as a retired minister and is serving as Parish Associate at First Presbyterian Church, Burlington, North Carolina.

   B. Her credo which follows was approved:

   I believe in the one God who has been made known and continues to be made known in Jesus Christ. I believe God was and is active in history, that God's ways are confined neither to our understanding nor to our imagining.

   I believe that in the person and work of Jesus Christ God is most truly revealed. In the words of ***A Declaration of Faith,*** "God and a human life are united but not confused, distinguished but not separated." Through His life, death, and resurrection, Jesus Christ makes possible the relationship between God and humanity that was always intended.

   I believe that the Holy Spirit is active in our lives and in the world, renewing the community of faith and sustaining us as individuals.

   Relying on the Holy Spirit, I believe we are called to interpret the Bible responsibly, anticipating that the Holy Spirit will enable us to discern faithfully God's Word for our time and place.

   I believe with St. Augustine that because of how God has created us, we are "restless" until we come into a relationship with God and the rest of God's creation that is characterized by justice, love, and compassion.

   C. Ms. Farrior was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF FRANK W. LEEPER

ACTION:

5. Presbytery approved the committee and floor examination of Frank W. Leeper in accordance with Book of Order G-11.0402.

   A. The Reverend Frank W. Leeper was received into Salem Presbytery from the Presbytery of Northeast Georgia as a retired minister.

   B. His credo which follows was approved:

   I, Frank Wayne Leeper, at the request of the Committee on Ministry, Salem Presbytery, hereby make my statement of faith as a member of the body of Christ, into which I was born August 25, 1934 and in which I have continued to live by the Hesed of God through the presence and power of the Holy Spirit.

   My faith in God, the Father, Son, and Holy Spirit, has been rather imperfectly revealed in the manner in which I have lived my life. Yet, at an early age, about seven years old my parents tell me, I told them I wished to be a Christian like them. They placed me in the Pastor's communicant class about which I recall very little. I do vividly remember the Sunday of my baptism and even that afternoon. As I rode my bicycle in my neighborhood I wondered if my neighbors, just by looking at me, could tell I was now a baptized Christian.

   This same sense of belonging to God through Jesus Christ, my Lord and Savior, has remained a strong part of my consciousness. I have been most grateful that God loves me and has accepted me as His own "warts and all." This awareness has given me a growing confidence to hear and respond to God's calls through the Holy Spirit so many times in my life they are innumerable, sort of in the same category Jesus described when He said we are to forgive 7x70. No one is to keep record of the number of times one forgives another. Forgiveness is to become basic to our nature as Christians. So also is our openness to direction from God through the presence and power of the Holy Spirit who leads us into all truth to become a part of our nature as Christians.

   When God created out of nothing all that exists, I believe God was seeking companionship, someone(s) to love..When God called Abraham his intention was to form a particular people, nation whose purpose was to reveal, witness to, tell humanity of this Creator God whose very nature was Hesed, the steadfast love and mercy of God is eternal.

   C. Mr. Leeper was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM MARVIN LINDSAY, III

ACTION:

6. Presbytery approved the committee and floor examination of William Marvin Lindsay, III in accordance with Book of Order G-11.0402.

A. The Reverend William Marvin Lindsay, III was received into Salem Presbytery from the Presbytery of Missouri Union so that he may accept the call to be Pastor of the John Calvin Presbyterian Church, Salisbury, North Carolina, effective December 1, 1997.

B. His credo which follows was approved:

I believe in Jesus Christ as my Lord and Savior. As Lord, Jesus calls me to forsake all false gods and competing loyalties, and follow Him in the way of cross bearing and joyful obedience to the God of Israel, our Father in heaven, and the Creator of the universe. As Savior, I trust that Jesus, through His death and resurrection, has set me in a right relationship with God, and opened the pathway to following Christ in faith.

I believe the Holy Spirit has called me into relationships of faith in Christ, love of God, and fellowship in the household of God, the Church, through the sacraments and scripture, through prayer, and through gifts for ministry. I believe the Spirit has called me to the ordained ministry of the Presbyterian Church (U.S.A.). I rejoice that God has sent the Spirit of Christ into the world, making all things new, and that I as a disciple have a part to play in God's marvelous plan for the creation.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Lindsay and the John Calvin Presbyterian Church, Salisbury, North Carolina, effective December 1, 1997; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering the call.

Salary	$23,157.00
Housing Allowance	7,200.00
Automobile Reimbursement	3,100.00
Education/Book Reimbursement	1,000.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation   Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend William Marvin Lindsay, III at John Calvin Presbyterian Church, Salisbury, North Carolina, on February 22, 1998, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Ruth Lenger	Preach the Sermon	Minister
Steve Moss	Charge the Minister	Minister
Dellene Gudger	Charge the Congregation	Elder
Erica Durham	Lead in Worship	Minister
Pat Lindsay	Lead in Worship	Elder (Guest)
Larry Freeze	Lead in Worship	Elder
Allan Rouzer		Elder
Charles Favor		Elder (Guest)

E. Mr. Lindsay was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF CHARLES FREDERIC SANFORD

ACTION:

7. Presbytery approved the committee and floor examination of Charles Frederic Sanford in accordance with Book of Order G-11.0402.

   A. The Reverend Charles Frederic Sanford was received into Salem Presbytery from the Presbytery of Carlisle to serve as Interim Pastor of the Prospect Presbyterian Church, Mooresville, North Carolina.

   B. His credo which follows was approved:

Human beings were created into a natural world "for the manifestation of the glory of the Creator's power, wisdom and goodness" (*Westminster Confession of Faith,* 6.022), having the intelligence to accept and reflect on this. They also recognized that they were created with freedom which afforded them choices--either to live temporarily in self-indulgence and exploitation of others, or to live eternally in the love, justice, mercy, and compassion revealed to them by the Creator God. Consequently, God chose the Hebrew community to be the light of the nations, expressing God's Word in a Covenant of Law and Works, but this often resulted in a legalism which obscured the Eternal Decree of holiness, and failed to engage the powers of darkness effectively.

In due time, the God of Creation took on the nature of Redemption, bringing to fallen humankind the Grace of God once and for all, through the work and person of a man named Jesus, a member of the Hebrew community. Jesus' baptism, ministry, death, resurrection, and victory over the powers of evil, established a NEW covenant for human salvation. This same covenant was declared by the 16th Century Reformers to be known *"only by grace, only by faith, only by Scripture,"* and made it clear that human competence, rooted in sin, law and works, is forgiven only by our assurance of God's redemption in Christ and sustained by the third person of God--the Holy Spirit.

As a child, I was introduced into this covenant community of the Christian Church, through the Sacrament of Baptism, Confirmation of the Baptism, and regular participation in the Sacrament of the Lord's Supper. The Church and its Lord fostered my growth, and gave me the opportunity to serve in the ordained capacity of Minister of Word and Sacrament. I continue to serve the Lord of Life, in confession and humility.

As my approach to Christian service is COVENANT oriented, I recognize not only the New Covenant of Grace for myself, but also the relational covenant with other Christians who are called to be servants, stewards and people of integrity in a broken and fearful world. Within this covenant faith Presbyterians have formed the "connectional" system where each individual, congregation, presbytery, synod, and general assembly faces mutual accountability, and unity within the order and discipline of peace and reconciliation.

The work of the Church is also of continual reformation, called always to be in transition, repentant of past mistakes, in celebration of past achievements to the glory of God, and expectant of a future in the hands of God. At the same time, all Christians are called to engage the powers of self-indulgence, social violence, gender domination, and exploitation of nature, so that we all, as the Lord's redeemed people will become the messengers of mercy and peace in Christ's Great Commission.

Presently my career track is expressed in INTENTIONAL INTERIM MINISTRY, sharing the same Gospel I've followed throughout my life, but with churches that for various reasons have lost their pastoral leaders and find themselves in transition toward new permanency. When I look at the mobile ministries of John the Baptist, of Paul the Apostle, of a host of other Biblical characters including the Savior Himself who chose an itinerant ministry, I am energized by this assemblage of tutors who were led by the ever-generating Holy Spirit of God.

C. Mr. Sanford was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RANDOLPH THOMAS WELLFORD

ACTION:

8. Presbytery approved the committee and floor examination of Randolph Thomas Wellford in accordance with Book of Order G-11.0402.

A. The Reverend Randolph Thomas Wellford was received into Salem Presbytery from the Presbytery of New Hope so that he may accept the call to be Pastor of the Glenwood Presbyterian Church, Greensboro, North Carolina, effective March 1, 1998.

B. His credo which follows was approved:

The seeds for my belief in God were planted before I was ever aware of God's activity in my life. I was raised in a Christian home by parents who loved me. I was nurtured and taught about God by Sunday School teachers, youth leaders, pastors and good friends. From each I came not only to a knowledge of the reality of God, but a personal understanding of God as loving, merciful and just. I believe God to be the creator of all. I believe God initiates all relationships we have with God and when we break relations with God, God continually seeks ways of restoring us into right relations once again.

I believe that human beings are created in the image of God for the purpose of using our gifts for the common good as well as to glorify God. I also believe that we have all fallen short of what God intended us to be. I believe we have all sinned and sin expresses itself in our disobedience to God's laws and will. I believe sin separates us from God and from our neighbor and leaves an emptiness that God alone can fill.

I believe Jesus is God's son, "the Word made flesh." Jesus Christ is God's clearest expression of God's love for us. Jesus is the means through which our broken relationships with God and neighbors are restored. Jesus on the cross, took upon Himself the judgment that we deserved and died on our behalf in order to bring us back into right relationship with God.

I believe the church is the body of Christ. The church is the community of the resurrection; that is, the church of Jesus Christ lives as an example of the kingdom of God on earth in response to the love of Christ. The church is by no means perfect, but is the instrument chosen by God to reflect the grace, love and justice of God to others as commanded by our Lord.

I believe the scriptures of the Old and New Testaments to be the primary authority for believers in seeking to do God's will in the world. I also believe we may be guided by the confessions of the church, prayer, and the leading of the Holy Spirit.

C Presbytery approved the establishment of a Pastoral relationship between Mr. Wellford and the Glenwood Presbyterian Church, Greensboro, North Carolina, effective March 1, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$23,150.00
Manse Allowance	10,800.00
Automobile Reimbursement	3,100.00
Education/Book Reimbursement	700.00
Board of Pensions	9,506.00
Moving Costs	PROVIDED

Four weeks vacation — Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend Randolph Thomas Wellford at Glenwood Presbyterian Church, Greensboro, North Carolina, on March 1, 1998, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
Z. Holler	Preach the Sermon	Minister
Donald Wellford	Charge the Minister	Minister(Guest)
Ginger Kota	Charge the Congregation	Elder
Bob Button	Lead in Worship	Minister
Linda Mylan	Prayer of Installation	Elder

E. Mr. Wellford was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ALBERT C. WINN

ACTION:

9. Presbytery approved the committee and floor examination of Albert C. Winn in accordance with Book of Order G-11.0402.

A. The Reverend Albert C. Winn was received into Salem Presbytery from the Presbytery of Greater Atlanta as an Honorably Retired minister.

B. His credo which follows was approved:

I confess and acknowledge one God alone, to whom we must cleave, whom alone we must serve, whom only we must worship, and in whom alone we put our trust. This God is revealed in the biblical story, the center of which is God's gracious and final self-revelation in Jesus Christ.

Jesus Christ lived a truly human life. Yet that human life was at the same time the life of Immanuel, God with us. Jesus died for sinners and God vindicated His life and sacrifice by raising Him from the dead.

The Holy Spirit, the Lord and Giver of Life, takes the things of Christ and makes them ours, producing in us faith and repentance, sanctifying us, unifying the church, and bestowing upon it spiritual gifts.

These three are one God in the mystery of the Holy Trinity.

I believe the scriptures of the Old and New Testaments to be the Word of God written. They are necessary, reliable, and sufficient witnesses to Jesus Christ, the living Word.

I believe that the church is the body of Christ, a community of ordinary people through whom Christ chooses to be known and at work in the world.

I believe God sends the church into the world to worship God on behalf of the world, to proclaim the gospel, to strive for justice, to exercise compassion, to work for peace.

In Christ God gives us hope for a new heaven and a new earth, certainty of victory over death, assurance of judgment and mercy beyond death.

C. Mr. Winn was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY
Jim Rissmiller & Hervey Martin, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Clemmons Presbyterian Church, Clemmons, North Carolina, in extending the Interim Pastor relationship with The Reverend William Christian for a one-year period beginning October 1, 1997.

2. Concurred with the action of the Session of Starmount Presbyterian Church, Greensboro, North Carolina, in extending the Interim Pastor relationship with The Reverend John Wilkerson from December 31, 1997 through April 30, 1998.

3. Concurred with the action of the Session of Shiloh Presbyterian Church, Burlington, North Carolina, in extending the Interim Pastor relationship with The Reverend Kurt Johnston from January 1, 1998 to December 31, 1998.

4. Concurred with the action of the Session of Taylorsville Presbyterian Church, Taylorsville, North Carolina, in extending the Interim Pastor relationship with The Reverend Jeffrey Smith from January 1, 1998 to December 31, 1998.

5. Concurred with the action of the Session of Prospect Presbyterian Church, Mooresville, North Carolina, in securing The Reverend Charles Frederic Sanford to serve as Interim Pastor for a one-year period beginning November 15, 1997.

TRIENNIAL VISITATIONS FOR 1997

6. Triennial Visitations for 1997 have been reported (see Appendix D, p. 38).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

7. The Reverend Elizabeth Severence (a member of New Hope Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for a six-month period while serving as Stated Supply at Milton Presbyterian Church, Milton, North Carolina, beginning September 28, 1997.

8. The Reverend George Wright (a member of Pittsburgh Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for a one-year period beginning January 5, 1998 so that he might serve as a supply pastor as needed.

DISSOLUTION OF RELATIONSHIPS

9. Dissolved the pastoral relationship between The Reverend Thomas Knight Lewis, III and the Bethesda Presbyterian Church, Statesville, North Carolina, effective December 31, 1997.

10. Dissolved the pastoral relationship between The Reverend Christopher R. East and the Buffalo Presbyterian Church, Greensboro, North Carolina, effective December 31, 1997.

11. Dissolved the pastoral relationship between The Reverend Laura Michael Spangler and the Trinity Presbyterian Church, Winston-Salem, North Carolina, effective August 31, 1997.

12. Dissolved the Executive Presbyter/Stated Clerk relationship between The Reverend John McNeel Handley and Salem Presbytery effective February 28, 1998.

MINISTERS TRANSFERRING TO ANOTHER PRESBYTERY

13. The Reverend James Herbert Nelson, II was transferred from Salem Presbytery to Memphis Presbytery to accept the call as an Evangelist for a new church development effective January 1, 1998.

14. The Reverend William T. Wing, III was transferred from Salem Presbytery to Abingdon Presbytery to accept a call to the Stone Memorial Presbyterian Church, Marion, Virginia, effective January 1, 1998.

15. The Reverend Kellie Weekly-Mills was transferred from Salem Presbytery to Pittsburgh Presbytery to accept a call to the Riverview United Presbyterian Church, Pittsburgh, Pennsylvania, effective December 7, 1997.

16. The Reverend Sherron Kay George was transferred from Salem Presbytery to Mission Presbytery effective November 20, 1997.

17. The Reverend Thomas Knight Lewis, III was transferred from Salem Presbytery to South Alabama Presbytery

ACTIONS:

10. The attached list of ministers and positions provided were approved for the records of Salem Presbytery (Appendix E, pp. 39-48).

11. Salem Presbytery approved the election of The Reverend Z. Holler as Pastor Emeritus of the Presbyterian Church of the Covenant, Greensboro, North Carolina, per G-14.0605.

12. Salem Presbytery approved the election of The Reverend Harold Fuller as Pastor Emeritus of the Parkway Presbyterian Church, Winston-Salem, North Carolina, per G-14.0605.

13. Salem Presbytery approve the election of The Reverend A. B. Plexico as Pastor Emeritus of the Hawfields Presbyterian Church, Mebane, North Carolina, per G-14.0605.

14. The Reverend Allen Huff was appointed Moderator of Session for the Mebane First Presbyterian Church, Mebane, North Carolina.

15. The Reverend Frederic Sanford was appointed Moderator of Session for the Prospect Presbyterian Church, Mooresville, North Carolina.

16. The Reverend John Milholland was appointed Moderator of Session for the Allen Temple Presbyterian Church, Cleveland, North Carolina.

17. The Reverend Burton Sherrod was appointed Moderator of Session for the Gulf Presbyterian Church, Gulf, North Carolina.

18. The Reverend Cecil Callis appointed Moderator of Session for the Mt. Vernon Springs Presbyterian Church, Siler City, North Carolina

19. The Reverend Harold Fuller was appointed Moderator of Session for the Pine Hall Presbyterian Church, Pine Hall, North Carolina, and the Sandy Ridge Presbyterian Church, Sandy Ridge, North Carolina.

20. The Reverend Samuel Stevenson was appointed Moderator of Session for the St. James Presbyterian Church, Greensboro, North Carolina.

21. The Reverend Thomas Lane was renewed as Stated Supply at the Griers Presbyterian Church, Leasburg, North Carolina, from January 1, 1998 to December 31, 1998.

22. The Reverend Thomas Lane was renewed as Stated Supply at the Pleasant Grove Presbyterian Church, Yanceyville, North Carolina, from January 1, 1998 to December 31, 1998.

23. The Reverend William Cowfer was renewed as Stated Supply at the Unity Presbyterian Church, Woodleaf, North Carolina, from January 1, 1998 to December 31, 1998.

24. The Reverend Cecil Callis was renewed as Stated Supply at the Mt. Vernon Springs Presbyterian Church, Siler City, North Carolina, from January 1, 1998 to December 31, 1998.

25. The Reverend James H. Banbury was renewed as Stated Supply at the Yadkinville Presbyterian Church, Yadkinville, North Carolina, from January 1, 1998 to December 31, 1998.

26. The Reverend Elizabeth Severance (a member of New Hope Presbytery) was appointed the Stated Supply of the Milton Presbyterian Church, Milton, North Carolina, for a period of six months beginning September 28, 1997.

27. Presbytery concurred with the request of The Reverend O. Leighton Culler to be honorably retired effective February 22, 1998, and a retirement service will be held at the meeting of Presbytery on April 21, 1998.

COMMITTEE ON PREPARATION FOR MINISTRY
Maggi Henderson & Dennis Sebesan, Co-Moderators

The Committee on Preparation for Ministry through a written report to Presbytery reported the reception of two inquirers on November 11, 1997:

Hilton J. (Buck) Cochran (Church of the Covenant)
John Cook (Salisbury First)

COUNCIL CLUSTER
Mack Dagenhart, Moderator

Your Council has met three times since the October 1997 meeting of Presbytery.

Council Reports:

Council approved the following recommendations.

1. Council approved a grant of $1,500 and an interest free twelve-month loan of $1,200 to the Glendale Springs Presbyterian Church for replacement of the manse furnace. This action is retroactive to September 11, 1997.

2. Council approved the request of the Trinity Presbyterian Church (Winston-Salem) to either sell or rent their manse, upon approval of the congregation.

3. Council approved the minutes of the October 21, 1997, meeting of Salem Presbytery.

4. Council endorsed and recommended to Synod a Grant Application from the Reid Memorial Presbyterian Church of Mooresville.

5. Council approved the following dates for 1998:

January 8	Council Cluster
January 22	Packet Day
February 7	Presbytery Meeting (Highland)
February 12	Council Cluster
March 12	Council Cluster
April 6	Packet Day
April 14	Program Hearings
April 21	Presbytery Meeting (Asheboro First)
May 14	Budget Hearings
June 11	Council Cluster
July 3	Packet Day
July 18	Presbytery Meeting (Chatham County Churches)
August 13	Council Cluster
September 10	Council Cluster
October 8	Council Cluster
October 12	Packet Day
October 27	Presbytery Meeting (To be announced)
November 12	Council Cluster
December 10	Council Cluster (If needed)

6. Council granted permission to John Handley to purchase ,when he retires, the Chevrolet Lumina van he is now driving at "Blue Book Price." (Council understands that Presbytery will deal with transportation for the Interim Executive when that person is employed.)

7. Council approved a request from John Handley that he be allowed to continue as ongoing projects insulating and dry walling an attic room of the office building, and working on grounds keeping and landscaping on the office grounds. A record of John's gifts to the Presbytery will be kept for tax purposes.

8. Council voted to present memorials for deceased ministers in a printed form only accompanied by a prayer of thanksgiving for that person's ministry and in celebration of the resurrection. Therefore, memorials will not be read aloud at future Presbytery Meetings.

9. Council named Associate Executive Presbyter Mike Warren to assume the direction and coordination of the Presbytery staff during any interim between John Handley's retirement and assumption of duties by the Interim Executive Presbyter.

10. Council approved the recommendation from the Personnel Function Group that the Reverend Dr. John Wilkerson be named Interim Executive Presbyter position with an annualized compensation package to be negotiated which will not exceed the package budgeted for 1997 for the current Presbytery Executive. He will serve for a period of no less than twelve months with provision for extension at the request of Salem Presbytery, and contingent on his assuming active responsibility in the position no later than May 1, 1998.

11. Council deferred the naming of a Search Committee for the Permanent Executive Presbyter until such time as the Interim Executive Presbyter is employed.

ACTION:

28. John Wilkerson, if he accepts the position of Interim Executive Presbyter, was elected Interim Stated Clerk for Salem Presbytery effective March 1, 1998, without salary, but with reimbursement for expenses. Compensation for this position will be covered when he becomes Interim Executive Presbyter on or before May 1, 1998.

PERSONNEL FUNCTION GROUP - Bob Finley, Moderator

The annual review of Hewon Han was completed by the Personnel Function Group. The overall responses ranged from very good to highly satisfactory. There were seven respondents to Hewon's annual review. Most responses reflected high praise for Hewon's efforts. Some comments had concerns about "needing more help; too much to do and delegation of the workload to others." Several evaluators commented that Hewon is "very helpful in leadership and works well independently." Hewon commented that the new organizational structure of the clusters affected the response of some of the groups in terms of implementing and coordinating programs. He indicated that the new structure sometimes met with resistance to doing new things. As a result, task group or committee workers and volunteers may have responded slowly to work.

Program highlights included work with Pathways to Leadership events; Leadership/Educational Training for church people, cluster work with educational ministries - youth, older adults children, singles, and outdoor ministries. In particular, two retreats planned for youth at Camp Grier and meetings and study sessions for older adults held at Parkway Church were well attended and received. Certification of a Christian Educator was also accomplished.

ACTION:

29. Salem Presbytery expressed appreciation for the hard work Hewon has done for the Presbytery and a prayer was offered for Hewon by the Reverend David Partington, pastor of the Shallowford Presbyterian Church.

CONSTITUTIONAL AMENDMENTS TASK FORCE

The Constitutional Amendment Task Force is composed of Salem's Commissioners to the 1997 General Assembly (Syracuse). It was that Assembly which proposed the following Amendments.

Your Task Force was composed of:

Elders	Ministers
Margaret Elliott (Trinity, W-S)	William C. Hayes (Smyrna/Wentworth)
Bill Hylton (High Point First)	J. David Kivett (Reidsville First)
Marshall Taylor (Mebane)	James A. Mitcham (Shady Side)
Thomas Vinson (Mebane First)	John A. Wilkerson, Jr. (Starmount)

ACTIONS ON PROCEDURE IN VOTING ON CONSTITUTIONAL AMENDMENTS

30 Five (5) minutes will be allowed to adopt these procedures.

31. Those Elders listed above who are not commissioners to this meeting of Salem Presbytery will be granted the privilege of the floor (voice, but without vote).

32. The Task Force will be appointed tellers for counting votes taken by the Presbytery today with the addition of the Recording Clerk, the Reverend Bob Matthews, as head teller who will report those votes.

33. The Presentation and Voting on the Amendments to the Constitution proposed by the 209th General Assembly will begin immediately following the lunch recess and prayers. Minister members of Salem and Elder Commissioners to this meeting are asked to be seated on the main floor of the sanctuary. Visitors are asked to sit in the balcony.

34. Amendment A will be considered first:

    a) 25 minutes for introduction including 10 minutes each for Elder Margaret Elliott (Trinity, Winston-Salem) speaking FOR and Minister Steve Moss speaking AGAINST Amendment A

    b) One hour allowed for floor debate

    c) The Moderator will recognize those asking to speak alternating between those speaking FOR and those speaking AGAINST (those wishing to speak will be asked to take seats on the front pews to facilitate the movement from one speaker to the next).

    d) Each speaker will be limited to three (3) minutes to state why the body should favor her/his position (time will then be called and an advocate of the other view invited to speak).

    e) No person will be invited to speak more than once unless all who wish to speak for that speaker's position (FOR or AGAINST) have spoken and the 55 minute debate limit has not expired.

    f) The vote on Amendment A will be taken at 2:45 p.m. by secret ballot on a ballot provided in each Elder Commissioner or Minister's packet obtained upon registration at the meeting (ballots are to be used ONLY by Minister members of Salem Presbytery and Elders commissioned by their Sessions to this meeting of Salem Presbytery. (Ballots will be passed to the center aisle for collection.)

35. Tellers will count the ballots and return the results when ready.

36. 55 minutes will be allowed for debate and vote on the remaining Amendments.

37. Amendments I. and J. will be considered as a "consent agenda" (Omnibus Motion).

38. Amendments B., C., D., E., F., G., H., K., L. (in that order) will be considered separately. M. and N. will be considered as one item.

REMEMBER:

Roberts Rules of Order includes a section on "Decorum in Debate". We are engaged in the serious process of faithfully seeking to discern the will of God in matters of importance to Christ's Church. Let us respect each other by listening quietly and praying fervently for God's guidance.

ACTION:

39. Presbytery approved the following persons to serve on the Nominating Committee:

Co-Moderators: Rev. Ruth Lenger (Spencer)
Mr. Jim Price (Winston-Salem First)

Class of 2000
Mrs. Pat Smith (Eden First)
Mr. Alvis McAlexander (Flat Rock)
Mr. John Barney (Church of the Covenant)
Mr. Green Isaac (Mocksville Second)

Mortgage to Mission Donors

Sincere appreciation is expressed to the following churches and individuals who contributed a total of $10,649 to help reduce the Salem Presbytery office building mortgage. Other miscellaneous contributions for office furnishings and landscaping totaled $2,016.

- Dogwood Acres
- Eden First
- Elmwood
- Fieldstone
- Guilford Park
- Highland
  - John and Anita Bain
  - George and Sylvia Hale
  - Billy J. and Susan Hammond
  - John Handley
  - James A. and Nell Haney

- Cynthia M. Kirkman
- Les and Esther Preston
- Catherine Reed
- Edwin and Carol West

High Point First
Hills
Lexington Second
Mocksville First
Mooresville First
New Salem
Parkway
Pleasant Grove
St. Paul (High Point)
Sandy Ridge
Shady Side
Shallowford

- Carolyn Auman
- Allyn R. Bell, Jr.
- Susie Brett
- Maribeth Carpenter
- Matt and Jean DiGioia
- C. H. and Marian Duncan
- Bob and Joanne Federchuck
- Mary Lou Fitzgerald
- Rick and Pat Fletcher
- Lucille Guilliland
- Craig and Lynn Hamilton
- Mary Kay Johnson
- Charles and Virginia Lawrence
- Rebecca McKee
- Don and Arzetta Mimbs
- Al and Pat Myslicki
- David and Brokie Partington
- George and Esther Ploger
- Bill and Winifred Pool
- Erskine and Mary Lou Pope
- David and Dorothy Reed
- Dave and Elizabeth Reid
- Joe and Laurie Rhyne
- Charles P. Rose
- Bill and Margaret Rountree
- Jackie Rountree
- Ric and Kim Sheer
- Lloyd and Carol Simonson
- Dan and Mary Beth Stanley
- Wayne and Rhenda Steele
- Gordon and Lynn Watkins
- Mark and Sandi Welker

St. Paul (Greensboro)
Unity

Other individual donors

- Charles and Marian Cameron
- Jack and Theodessa Dyer
- Robert F. Forbis, Jr.
- John T. and Billie B. Linton
- Richard and Marlene Orr

Russell H. Shouse, Jr.
Laura Spangler
Frank and Celeste Wilkinson

Other anonymous donors

REPORT OF THE STATED CLERK

Elder-Minister Balance at Presbytery Meetings

As required by the Book of Order G-11.0101b., I report that we have 227 ministers who are resident members of Salem Presbytery and 182 potential elder commissioners from our 154 congregations.

Therefore, there is an imbalance of 45 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following action will redress that imbalance.

ACTION:

40. Presbytery invited each of the 21 racial ethnic congregations to send one additional elder commissioner above that number authorized by the Book of Order and the remaining 24 elder commissioners be invited from the following churches (the April 1989 Meeting approved that these additional commissioners to determined alphabetically [by town]) beginning with the April 1998 meeting and continuing through the First Stated Meeting of 1999:

Stoneville
New Salem
Taylorsville
Thomasville First
Baird's Creek
Mt. Jefferson
Smyrna
Wentworth
Francisco
Springwood
Covenant
Dellabrook
Winston-Salem First
Grace
Highland
Lloyd
Old Town
Parkway
Southminster
St. Andrews
Trinity (Winston-Salem)
Mt. Vernon
Unity
Yadkinville

Report from Prospect Administrative Commission - October 10, 1997

At the February 1, 1997, meeting, Salem Presbytery approved the formation of an Administrative Commission for the purpose of resolving a conflictual situation that had arisen at Prospect Presbyterian Church. We have received the final report of the Prospect Church Administrative Commission. The entire Minutes of the Commission will be included in the permanent Minutes of Salem Presbytery. A summary of its actions follows:

> The pastoral relationship between the Prospect Presbytery Church and the pastor, the Reverend George K. Preston, III, was dissolved effective April 18, 1997. The Reverend Preston was given a three-month's severance agreement with ½ paid by the Prospect Church and ½ paid by Salem Presbytery.

Because of Mrs. Preston's position with the public school system, the Prestons were given permission to remain in the church manse until July 1, 1997, so that she could remain until the end of the school year. The Prestons have now vacated the Prospect manse and are presently residing in Tennessee.

The Prospect Church was required to call an interim pastor, specifically trained in reconciliation and conflict resolution, for a period of not less than one year before a Pulpit Nominating Committee can be formed for the calling of a pastor. Presently a committee of the Prospect session has been formed for the interviewing of interim candidates.

The Associate Pastor, the Reverend Lisa T. Nelson, attended a four-day seminar by the Alban Institute, "Conflict and Communication: Interpersonal Skill Development," and was assigned a Colleague in Ministry by the Committee on Ministry to assist her in her insights on the conflict and her ministry at Prospect.

On the August 26, 1997, meeting of the Administrative Commission, the Commission agreed to release the Reverend Preston to a calling presbytery with special referencing requirements given to the Salem Presbytery Committee on Ministry and to the Salem Presbytery staff. This call process will be administered and overseen by the Committee on Ministry.

Prospect Presbyterian Church has formed a committee for the calling of an interim pastor, fulfilling the above requirement. This call process will be coordinated with the Salem Presbytery Committee on Ministry.

The Administrative Commission for Prospect Church requests that Salem Presbytery dismiss the Commission. The minutes of the Commission will be on file at the Salem Presbytery office. The Commission has been grateful for the cooperation of all parties involved in this process.

ACTION:

41. The Prospect Church Administrative Commission composed of the Reverend Larry Summey, Moderator, the Reverend Ruth Lenger, the Reverend James Henderson, the Reverend Leland Richardson, Mr. John Whitfield, Ms. Elinor Swaim, Ms. Jean Wilson, Mr. Roy Carruth, and Ms. Delores Spielman was dismissed with the gratitude of Presbytery for their good work and with a prayer by their moderator for the Prospect Church. The full Minutes of the Commission will be added to the permanent record of Salem Presbytery (see Appendix E, pp. 49-67).

Minister Renouncing Jurisdiction (G-6.0500)

The Stated Clerk has received a communication from the Reverend Scott C. Girard indicating his renouncing the jurisdiction of the denomination. Mr. Girard finds himself to be out of accord with what he considers to be the general direction of our Church. He has requested that his membership be sent to the Resurrection Lutheran Church, Charlotte, North Carolina. The action below completes this matter and removes Mr. Girard's ordination as a Minister of Word and Sacrament.

ACTION:

42. Scott C. Girard was removed from the rolls of Salem Presbytery effective February 7, 1998, with both regrets and our prayer for his finding a place of useful service in the Resurrection Lutheran Church.

Approval of 1996 Session Minutes

Changed from Approved, Pending to Approved:

Shady Side

NOMINATING COMMITTEE
Sam McGregor, Past Moderator

Concerning Commissioners to the General Assembly

There has been very little response to the requirement in the Salem Presbytery Policy For The Nomination of General Assembly Commissioners concerning completion of a "Commissioner Data Sheet" which reads as follows:

"I. Procedures

D. Persons willing to serve as Commissioners to a General Assembly meeting must complete a Commissioner Data Sheet. It shall include at least the following: Name, address, and phone data; age/sex/race data; record of service to the church with dates (including membership, ordination, participation on committees, attendance at meetings of Presbytery, Synod, and the General Assembly); and statement of willingness to participate fully in the training, preparation, attendance, and reporting phases of the commissioner responsibilities."

Minutes of the 28th Stated Meeting
Glendale Springs, October 24, 1995

Your Nominating Committee believes that the seeking of Commissioners by the Committee (as with other nominations) will be more effective and recommends the deletion of Paragraph I. Procedures, item D.

ACTION:

42. Salem Presbytery postponed action until the next meeting of Presbytery with the understanding that the current policy will be made available before the April meeting.

ACTIONS:

43. The Rev. George Hunter (Trinity, Salisbury) was elected as a Minister Commissioner to the 1998 General Assembly to replace Rev. Gail Porter Nelson who has moved out of the bounds of Salem Presbytery.

44. Ms. Regan Jones (Mocksville First) was elected as Youth Advisory Delegate to the 1998 General Assembly.

45. The following persons were elected as 1998 General Assembly Commissioner Alternates:

Ministers

Rev. Carlton Eversley (Dellabrook)
Rev. David Henry (Vandalia)
Rev. Steve McCutchan (Highland)
Rev. Lisa Nelson (Prospect)

Elders

Ms. Miriam McNeely (Mooresville First)
Judge William Neely (Dogwood Acres)
Dr. Eui Park (Korean First)
Ms. Muriel Ward (Alamance)

ACTION:

46. Elder Julius Fulmore (St. James) was elected Vice-Moderator of Salem Presbytery.

ACTION:

47. The following persons were elected to fill vacancies in the Presbytery structure as indicated:

CHURCH GROWTH & ENRICHMENT CLUSTER

Moderator - 1998
Mr. Bill Cleveland (Westminster, Greensboro)

Class of 1999
Ms. Annie Miller Bates (Trinity, Salisbury)

Class of 2000
Ms. Hazel McNeely (Bethesda, Statesville)

EDUCATIONAL MINISTRIES CLUSTER

Class of 2000
Ms. Sara Beth Christie (Graham)

MINISTRY CLUSTER

Committee on Ministry

Class of 1999
Ms. Madalu Wright (Pleasant Grove)

SHALOM CLUSTER

Class of 1999
Ms. Virginia Clemons (Parkway)
Rev. Francis Rivers Meza (Baptist Hospital)

Class of 2000
Ms. Catrelia Hunter (Trinity, Salisbury)
Rev. Powell Sykes (Westminster, Burlington)
Ms. Rosa Yourse (St. James)

WORLDWIDE MINISTRIES CLUSTER

Class of 2000
Rev. Phil Beck (Memorial)
Ms. Samantha Wesley (Thyatira)

RECOGNITION OF RETIREMENT OF JOHN McNEEL HANDLEY

Mack Dagenhart led Presbytery in a period of celebration for the life, ministry, and retirement of the Reverend Dr. John M. Handley, who has served as Executive Presbyter/Stated Clerk of Salem Presbytery since its inception on January 1, 1989. Christie Leininger, Curtis Patterson, Phyllis Plyler, and Moon Suh spoke of the many ways John has impacted their lives and the life of the Presbytery. Special music was presented by the Highland Choir, and John received a framed resolution and a beautiful painting of the Presbytery Office. Also presented was John's portrait to be hung in the Presbytery Office. Ron Bowie closed the celebration with a prayer of thanksgiving for John's life, ministry, and service to Salem Presbytery.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:30 p.m.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:15 p.m. and Fred Horner led the prayers of Thanksgiving and Intercession, the dedication of the Two-Cents-A-Meal/Pennies for Hunger Offering, and prayer of thanksgiving for the life of deceased minister the Reverend John A. Redhead, Jr.

MEMORIAL FOR JOHN A REDHEAD, JR.
December 31, 1905 - December 17, 1997

John Agrippa Redhead, Jr., known affectionately to many as "Jack," was born the eldest of two sons, to John Agrippa and Anna Megehee Redhead, in Centerville, Mississippi. The family lived on a cotton plantation, where as a boy Jack worked hard at farm duties. His roots in Mississippi were strong, and all through his life he enjoyed talking about or hearing of life in the Deep South during those early years.

Jack early felt a call to the gospel ministry. While attending a Hi-Y conference at Blue Ridge, North Carolina, in the summer of 1921, he heard a Southern Baptist seminary professor say, "God has a plan for every man's life and if you listen to him, he will tell you what it is." Returning home and continuing to ponder those words, he realized that God was calling him to become a minister. Through high school and college he wavered from this early decision to pursue the calling of God to ministry. Following graduation from Southwestern at Memphis (now Rhodes College), Jack entered Union Seminary in Richmond, Virginia, receiving both B.D. and Th.M. degrees. At Union he was a Hoge Fellow and graduated at the top of his class, as he had done earlier in high school and college. In 1937, he was awarded a D.D. degre by Davidson College.

Following seminary graduation, Jack Redhead became the pastor of the Farmville, Virginia, church. There he met Virginia Potts, who was the organist of the Methodist Church. They were married in 1934. Soon thereafter, he accept a call to the First Presbyterian Church, Tampa, Florida, which he served until 1937. Virginia Ann was born there. In 1937 he received a call to the Second Presbyterian Church (now Covenant) in Charlotte, which he served until 1945. While in Charlotte, Jack was recognized as an exemplary minister, deeply involved in the life of the community, and daughter Julie and son John joined the family.

When Jack became the pastor of First Presbyterian Church in 1945, he was immediately acclaimed for his outstanding preaching ability. he was invited to be the Presbyterian voice of the Protestant Radio Hour, which for 11 years was heard over 430 radio stations in 43 states. Through radio, guest preaching in leading churches throughout the country, and speaking on college, university and seminary campuses, Jack Redhead became known as one of America's premier preachers.

During his ministry in First Presbyterian Church, the Weekday Preschool was begun, and the Memorial and Corl buildings were built. During these years the church attracted many college students and young married couples, and in time grew to 3,500 members.

In the 1960's when Jack Redhead was heard over 500 radio and television stations of the Armed Forces Network, 160 television stations for the National Council of Churches series, he was said to be then the most listened to minister in the world. Literally millions of people heard him preach the Gospel. His keen intellect, his resonant voice, his elegant southern cadence, his incredible memory, his pithy wisdom, his quick humor, his clarity and simplicity of thought, his biblical and theological insight, all resulted in hundreds upon hundreds of well-crafted sermons that touched the hearts, minds and souls of thousands upon thousands of people over the 70 years of his ministry.

Through his brilliant pulpit ministry, radio and television broadcasts, his preaching as an invited guest in pulpits large and small throughout the nation, he brought recognition and distinction to First Presbyterian Church and Greensboro.

No memorial for Jack Redhead would be complete without alluding to his love of golf. By his own admission he was a golf "nut". During his golfing career Jack achieved four holes in one, one double eagle, and 238 scores equal to his age. some years ago he was invited by the Jaycees to be honorary chairman of the Greater Greensboro Open, but declined because of his Sunday responsibilities. The senior tournament at the Greensboro Country Club is named "The Jack Redhead Tournament."

Jack Redhead lived his faith. He said, "The essence of Christian faith is the good news that God is good and the universe is good. I believe that my business is to share that good news with other people."

Adapted from remarks given by Jerold D. Shetler during a
Service of Witness to the Resurrection for John A. Redhead, Jr., December 20, 1997

CONSTITUTIONAL AMENDMENTS

The 1997 General Assembly Commissioners led the Presbytery in a time of preparation for the vote on the proposed amendments to the Constitution, in particular "Amendment A". The Presbytery was then divided into small groups for a period of 55 minutes, and them reconvened to begin the floor debate of "Amendment A". After vote by written ballot on "Amendment A", Amendments B-N were presented and voting recorded as follows:

ACTION:

48. Salem Presbytery took action as follows on the proposed Amendments to the Constitution:

Amendment A	No	(141, Yes; 156, No; 1, Abstention)
Amendment B.1	Yes	
Amendment B.2	Yes	
Amendment B.3	Yes	
Amendment B.4	Yes	
Amendment B.5	Yes	
Amendment B.6.a.	Yes	
Amendment B.6.b.	Yes	
Amendment C.1	Yes	

Amendment C.2	Yes
Amendment C.3	Yes
Amendment D	No
Amendment E	No
Amendment F	Yes
Amendment G	Yes
Amendment H	No
Amendment I	Yes
Amendment J	Yes
Amendment K	Yes
Amendment L	Yes
Amendment M	Yes
Amendment N	Yes

RECOGNITION OF RETIRING MODERATOR

John Handley, Executive Presbyter/Stated Clerk, presented the retiring Moderator, The Reverend Patricia Stewart with a certificate of appreciation for her service as Moderator of Salem Presbytery in 1997 and 1998.

ELECTION OF NEW MODERATOR

ACTION:

49. Presbytery elected the Reverend Russell W. Russell Ward, Jr. (Russ) of the First Presbyterian Church in Asheboro to be Moderator from February 7, 1998, through the February 1999 meeting of Presbytery.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Seventh Stated Meeting of Salem Presbytery was adjourned with prayer by newly elected Moderator Russ Ward at 4:15 p.m. The next stated meeting will be held on Tuesday, April 21, 1998, at the First Presbyterian Church, Asheboro, North Carolina.

Attested:
John M. Handley
John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-SEVENTH STATED MEETING
HIGHLAND PRESBYTERIAN CHURCH
WINSTON-SALEM, NORTH CAROLINA

DOCKET

February 7, 1998

VISION

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit, we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

Name Tag Color Code

Elder Commissioners	yellow dot
Ministers	green dot
Christian Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

Denotes Order of the Day
Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.	REGISTRATION	
9:00	**CALL TO ORDER**	*Moderator Pat Stewart*
	ORGANIZATION OF PRESBYTERY	*Moderator Pat Stewart*
	Quorum	*John Handley*
(1.1)	Docket	*Mack Dagenhart*
(2.1)	Omnibus Motion	*Mack Dagenhart*
	Welcome	
	Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
(3.1)	Communications	*John Handley*

9:15	**(4.1)**	WORSHIP/COMMUNION	
		Preacher: The Reverend Dr. John M. Handley	
10:00		MINISTRY CLUSTER	
	(5.1)	Examinations Committee	*David Kivett*
	(6.1)	Committee on Ministry	*Jim Rissmiller*
11:00	**(7.1)**	COUNCIL CLUSTER	*Mack Dagenhart*
		Personnel Function Group	*Bob Finley*
		Annual Review of Hewon Han	
		Introduction of Interim Executive Presbyter	
		Recommendations on Procedures for Voring on Constitutional Amendments	
11:25	**(8.1)**	STATED CLERK'S REPORT	*John Handley*
11:30	**(9.1)**	NOMINATING COMMITTEE	*Sam McGregor*
***11:40**		**JOHN HANDLEY RETIREMENT CELEBRATION**	*Mack Dagenhart*
***12:30**		**LUNCH**	
1:15		Prayers of Thanksgiving/Intercession, 2-Cents/Pennies	
		Prayer of Thanksgiving for the life of Reverend John A. Redhead, Jr.	
	(10.1)	Memorial for John A. Redhead, Jr.	
1:20	**(11.1)**	AMENDMENT A CHRONOLOGY	
		Amendment Process led by 1997 GA Commissioners	
1:25		SPEAKERS FOR AND AGAINST AMENDMENT A	
		For: Elder Margaret Elliott	
		Against: The Reverend Steve Moss	
1:45	**(12.1)**	ADJOURN TO SMALL GROUPS	
2:35		BEGIN FLOOR DEBATE OF AMENDMENT A	
***3:30**		**VOTE ON AMENDMENT A**	
3:35		AMENDMENTS B - N	
4:30		RECOGNITION OF RETIRING MODERATOR	*John Handley*
		ELECTION OF NEW MODERATOR	
4:45		ADJOURNMENT & BENEDICTION	*Moderator Russ Ward*

Written Reports:

(13.1)	Committee on Preparation for Ministry
(14.1)	Church Growth & Enrichment Cluster

For Information:

(15.1) John Handley Dinner Invitation
(16.1) Spiritual Myopia Symposium
(17.1) Presbyterian Faith & Political Works: A Consultation
(18.1) Serendipity Workshop
(19.1) Senior High Retreat
(20.1) Children's Ministry Workshop
(21.1) Self-Development of Peopled 1998 Funding Information
(22.1) Clergy Women Luncheon
(23.1) Churches in Salem Presbytery Currently Seeking Pastors
Presbytery Evaluation Form (Yellow Sheet)
Serendipity Workshop Brochure
Mission 1998

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
February 7, 1998

A. Support information on minister changes:

1. From other presbyteries

- Thomas Angus Brown - Assoc. Pastor, Greensboro First - from Presbytery of Louisville
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- S. David Carriker - Pastor, Third Creek - from Presbytery of Eastern Virginia
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal
- Louise H. Farrior - Honorably Retired - from Presbytery of Grace
  - Certificate of Dismissal
- Frank W. Leeper - Honorably Retired - from Presbytery of Northeast Georgia
  - Certificate of Dismissal (pending)
- William Marvin Lindsay, III - Pastor, John Calvin - from Presbytery of Missouri Union
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal
- Charles Frederic Sanford - Honorably Retired, Interim Pastor, Prospect - from Presbytery of Carlisle
  - Certificate of Dismissal
- Albert C. Winn - Honorably Retired - from Presbytery of Greater Atlanta
  - Certificate of Dismissal (pending)
- Randolph Thomas Wellford - Pastor, Glenwood - from Presbytery of New Hope
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)

2. To other presbytyeries

- Sherron K. George - to Presbytery of Mission
- Thomas K. Lewis, III - to Presbytery of Sheppards & Lapsley
- Kellie Weekly-Mills - to Presbytery of Pittsburgh
- James Herbert Nelson - to Presbytery of Memphis
- William T. Wing, III - to Presbytery of Abingdon

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. James W. Dollar - Pastor, Presbyterian Church of the Covenant
2. Aaron Fulp-Eickstaedt - Co-Pastor, Concord
3. Judith Fulp-Eickstaedt - Co-Pastor, Concord
4. Genie Varker Martin - Assoc. Pastor, Burlington First
5. Donna McClennan - Assoc. Pastor, Winston-Salem First
6. Robert Veazey - Pastor, Elkin

Reference: Committee on Ministry

C. Letter from the Clerk of Session of Shady Side Presbyterian Church regarding their Session Minutes.

Reference: Stated Clerk

D. Ballots from General Assembly for use in reporting the responses of Salem Presbytery to the proposed amendments to the Book of Order.

Reference: Stated Clerk

E. Report from the Prospect Church Administrative Commission.

Reference: Stated Clerk

APPENDIX C

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF JAMES W. DOLLAR AS PASTOR OF PRESBYTERIAN CHURCH OF THE COVENANT, GREENSBORO

The Commission appointed by Salem Presbytery to Install James W. Dollar as Pastor of the Presbyterian Church of the Covenant, Greensboro, North Carolina, met in the church parlor on October 26, 1997, at 3:15 p.m. The meeting was called to order by James Allen. The prayer was offered by Frank Dew. The following members were present: Ministers James Allen, Frank Dew, Ann Jahnes; Elders R. L. Powell and Julia Richmond. James Allen was elected Moderator and R. L. Powell, Clerk of the Commission. Guest minister Jeff Sockwell of New Hope Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Jeff Sockwell preached the sermon using as his text Matthew 4:12-22 and his topic, "Discipleship". James Allen propounded the constitutional questions to the minister. R. L. Powell offered the prayer of installation. James W. Dollar was declared duly installed as Pastor of the Presbyterian Church of the Covenant according to the Constitution of the Presbyterian Church (U.S.A.) Frank Dew charged the Pastor, and Julia Richmond charged the congregation.

James Dollar, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by James Allen.

INSTALLATION OF AARON FULP-EICKSTAEDT AS CO-PASTOR OF CONCORD PRESBYTERIAN CHURCH, STATESVILLE

The Commission appointed by Salem Presbytery to install Aaron Fulp-Eickstaedt as Co-Pastor of Concord Presbyterian Church, Statesville, North Carolina, met at Concord Presbyterian Church on November 16, 1997. Lisa Nelson called the meeting to order and offered the opening prayer. The following members were present: Ministers Lucius Gray, Lisa Nelson, Sam McGregor; Elders George Caudle, Bill Baker, and Clayton Tatum. Lisa Nelson was elected Moderator of the Commission. Guest Minister Ken Meeks of Charlotte Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:30 p.m., the Moderator presiding. Sam McGregor preached the sermon using as his text Psalm 91 and his topic, "Church Just Isn't the Same". Lisa Nelson propounded the constitutional questions to the Minister. Ken Meeks offered the prayer of installation. Aaron Fulp-Eickstaedt was declared duly installed as Co-Pastor of Concord Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Lucius Gray charged the Co-Pastor, and George Caudle charged the congregation.

Aaron Fulp-Eickstaedt, the newly installed Co-Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF JUDITH FULP-EICKSTAEDT AS CO-PASTOR OF CONCORD PRESBYTERIAN CHURCH, STATESVILLE

The Commission appointed by Salem Presbytery to install Judith Fulp-Eickstaedt as Co-Pastor of Concord Presbyterian Church, Statesville, North Carolina, met at Concord Presbyterian Church on November 16, 1997. Lisa Nelson called the meeting to order and offered the opening prayer. The following members were present: Ministers Lucius Gray, Lisa Nelson, Sam McGregor; Elders George Caudle, Bill Baker, and Clayton Tatum. Lisa Nelson was elected Moderator of the Commission. Guest Minister Ken Meeks of Charlotte Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:30 p.m., the Moderator presiding. Sam McGregor preached the sermon using as his text Psalm 91 and his topic, "Church Just Isn't the Same". Lisa Nelson propounded the constitutional questions to the Minister. Ken Meeks offered the prayer of installation. Judith Fulp-Eickstaedt was declared duly installed as Co-Pastor of Concord Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) Lucius Gray charged the Co-Pastor, and George Caudle charged the congregation.

Judith Fulp-Eickstaedt, the newly installed Co-Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF EUGENIA VARKER MARTIN AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, BURLINGTON

The Commission appointed by Salem Presbytery to install Eugenia Varker Martin as Associate Pastor of First Presbyterian Church, Burlington, North Carolina, met in the pastor's study on November 23, 1997, at 10:30 a.m. The meeting was called to order by Charles Williams. The following members were present: Ministers Kathryn Cameron, William Varker, Charles Williams; Elders Wade Harrison and C. A. Sparks. Kathryn Cameron was elected Moderator and Charles Williams, Clerk of the Commission. Guest Minister Barbara White of Western North Carolina Presbytery and guest Elder Barbara McClean of Grace Covenant Presbyterian Church of Western North Carolina Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Barbara White preached the sermon using as her text Romans 1:1-6 and her topic "Our Faith Journey". Wade Harrison propounded the constitutional questions to the minister and congregation. Bill Varker offered the prayer of installation. Eugenia V. Martin was declared duly installed as Associate Pastor of First Presbyterian Church, Burlington, according to the Constitution of the Presbyterian Church (U.S.A.). Barbara McClean charged the Associate Pastor, and Kathryn Cameron, the congregation.

Eugenia V. Martin, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer.

INSTALLATION OF DONNA J. McCLELLAN AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, WINSTON-SALEM

The Commission appointed by Salem Presbytery to install Donna J. McClellan as Associate Pastor of First Presbyterian Church, Winston-Salem, North Carolina, met on October 12, 1997, at 6:00 p.m. in the pastors study. The meeting was called to order by Russ Ritchel. The prayer was offered by Bill MacDonald. The following members were present: Ministers Russ Ritchel, Bill MacDonald, Jeff White; Elders Dianne Luce and Steve Lineberger. Russ Ritchel was elected Moderator and Bill MacDonald, Clerk of the Commission.

Guest Minister Bob Mitchell of the Presbytery of Pueblo was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Bob Mitchell preached the sermon. Dianne Luce propounded the constitutional questions to the Minister. Jeff White offered the prayer of installation. Donna McClellan was declared duly installed as Associate Pastor of First Presbyterian Church, Winston-Salem, according to the Constitution of the Presbyterian Church (U.S.A.). Bill MacDonald charged the Associate Pastor, and Steve Lineberger charged the congregation.

Donna McClellan, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes.

INSTALLATION OF ROBERT VEAZEY AS PASTOR OF ELKIN PRESBYTERIAN CHURCH, ELKIN

The Commission appointed by Salem Presbytery to install Robert Veazey as Pastor of Elkin Presbyterian Church, Elkin, North Carolina, met at Elkin Presbyterian Church, November 2, 1997, at 4:00 p.m. The meeting was called to order by Robert Veazey. The prayer was offered by Barbara Fulp. The following members were present: Ministers Tom Bagnal, David Heil, Jesse Bledsoe; Elders Barbara Fulp, Cynthia Kirkman, and Nora Veazey. David Heil was elected Moderator and Barbara Fulp, Clerk of the Commission. Guest minister Nathan Wheeler of Charlotte Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 4:00 p.m., the Moderator presiding. Nathan Wheeler preached the sermon using as his text II Timothy 1:3-14 and his topic, “Rising To A New Level of Faithfulness”. David Heil propounded the constitutional questions to the minister. Nora Veazey offered the prayer of installation. Robert Veazey was declared duly installed as Pastor of Elkin Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.) David Heil charged the Pastor, and Tom Bagnal charged the congregation.

Robert Veazey, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Robert Veazey.

ATTACHMENT 1

TRIENNIAL VISITATIONS FOR 1997

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Westminster	3	Greensboro	1/19/97	Russ Ward
Allen Temple	5	Cleveland	3/12/97	Malcolm Bullock/ Elinor Swaim
Second Pres.	4	Lexington	4/20/97	J. Randy Hall
Fairmont	4	Lexington	5/12/97	Bill Sosebee
Bixby	5	Advance	6/08/97	Leland Richardson
First Pres.	1	Eden	7/27/97	Ed Brammer
Thomasville, First	6	Thomasville	8/07/97	James Mitcham/ Robert Gilchrist
Vandalia	3	Greensboro	8/17/97	Chris East
Madison	3	Madison	9/15/97	Dave Kivett/ Mark Cresenzo
Francisco	8	Westfield	11/02/97	Steve Martin/ Hervey Martin
Shallowford	4	Lewisville	11/03/97	Jud Milam/ Lu Lavarty
Taylorsville	6	Taylorsville	11/09/97	Reid Montgomery
Oak Ridge	3	Oak Ridge	11/09/97	David Cameron/ Bill Amidon
Westminster	2	Burlington	11/10/97	Warren Brannon
Grace	4	Winston-Salem	12/08/97	Jud Milam/ Lu Laverty
Fellowship	3	Greensboro	12/15/97	Mary McNeal/ Nancy Munday

ATTACHMENT 2

Salem Presbytery
Committee on Ministry
Ministers in 1997 Engaged in Validated Ministries within Congregations of This Presbytery (1)

EOD	Name	Position	Calling/Employing Agency
101	Wyatt Aiken, Jr.	Pastor	Mebane
101	Philip A. Beck	Pastor	Greensboro Memorial
101	Jesse W. Bledsoe	Pastor	Pilot Mountain First
101	Ronald L. Bowie	Pastor	Boone First
108	Robert E. Button	Interim Pastor	Greensboro Glenwood
105	David M. Cameron	Interim Associate Pastor	Guilford Park
103	Kathryn J. Cameron	Associate Pastor	Greensboro First
101	S. David Carriker	Pastor	Third Creek
101	Jae Heung Chung	Pastor	Greensboro Korean First
101	M. Gray Clark	Pastor	Greensboro Fellowship
101	Robert E. Cleveland	Pastor	Pittsboro
103	Frederick A. Coates	Associate Pastor	Mooresville First
108	Drayton Cooper	Interim Pastor	Forest Hills
106	William J. Cowfer	Stated Supply	Unity
191	William R. Dalton III	Designated Pastor	Bethesda/Ruffin
101	Kermit W. Dancy	Pastor	Mt. Jefferson
105	Max Deal	Interim Pastor	Statesville First
101	Franklin M. Dew	Pastor	Greensboro New Creation Community
101	James A. Dickens	Pastor	Logan
101	James W. Dollar	Pastor	Church of the Covenant
101	Erica E. Durham	Pastor	Hills/Pine Ridge
103	Lou McAlister East	Associate Pastor	Graham
103	Stewart E. Ellis	Pastor	Winston-Salem Trinity
101	Robert C. Evans III	Pastor	Oak Ridge
101	Carlton A.G. Eversley	Pastor	Dellabrook
103	Bruce W. Feltrup-Exum	Associate Pastor	Asheboro First
103	Carol C. Fisher	Associate Pastor	Hawfields

EOD	Name	Position	Calling/Employing Agency
103	James H. Foil, Jr.	Associate Pastor	Salisbury First
101	James T. Frazier	Pastor	Sparta
101	Elijah B. Freeman, Jr.	Pastor	High Point St. Paul
101	Jonathan A. Freeman	Pastor	Springwood
101	Aaron Fulp-Eickstaedt	Co-Paster	Statesville Concord
101	Judith Fulp-Eickstaedt	Co-Pastor	Statesville Concord
103	Robert M. Gant	Associate Pastor	Greensboro Alamance
101	Murv L. Gardiner	Pastor/Stated Supply/Chaplain	Beulah/Reid Memorial/Mitchell Community College
101	Robert J. Goforth	Pastor	Cooleemee
101	Perry Dwayne Griffin	Pastor	Mt. Vernon/Mocksville Second/Freedom Ministry
101	J. Randy Hall	Pastor	Fairmont
101	William C. Hayes	Pastor	Smyrna/Wentworth
101	David C. Heil	Pastor	North Wilkesboro
101	James Henderson	Pastor	Calvary
103	Margaret L. Henderson	Associate Pastor	Winston-Salem Highland
101	Robert W. Henderson	Pastor	Greensboro Westminster
101	Samuel W. Henderson	Pastor	Jamestown
101	David Lee Henry	Pastor	Greensboro Vandalia
103	Cynthia R. Higgins	Associate Pastor	Greensboro Westminster
103	Fredrick R. Horner	Associate Pastor	Greensboro First
101	Robert M. Howard	Pastor	Centre
101	Thomas Allen Huff, Jr.	Pastor	Mebane Cross Roads
101	Guy W. Hunt, Jr.	Pastor	Asbury
101	George Hunter	Pastor	Salisbury Trinity
101	Robert S. Jeffords, Jr.	Pastor	Covenant
105	Kurt W. Johnston	Interim Pastor	Burlington Shiloh
101	David Kivett	Pastor	Reidsville First
108	Thomas K. Lane	Temporary Supply	Griers/Pleasant Grove
108	Robert E. Lee	Temporary Supply	El Bethel
101	David E. Leininger	Pastor	Greensboro St. Paul
101	Ruth Ann B. Lenger	Pastor	Spencer
101	Robert M. Lewis	Pastor	Salisbury First
101	S. Edwin Lewis	Pastor	Mooresville First
103	Stephen B. Lindsley	Associate Pastor	Lexington First
101	Joel M. Long	Pastor	Eden First

EOD	Name	Position	Calling/Employing Agency
103	William J. MacDonald	Associate Pastor	Winston-Salem First
103	Genie V. Martin	Associate Pastor	Burlington First
101	Robert M. Matthews	Pastor	Fieldstone
103	Donna J. McClellan	Associate Pastor	Winston-Salem First
101	Stephen P. McCutchan	Pastor	Winston-Salem Highland
105	Angus W. McGregor	Interim Pastor	Hawfields
101	Sam E. McGregor, Jr.	Pastor	Siler City
101	Mary C. McNeal	Pastor	Greensboro Faith
101	Judson J. Milam	Pastor	St. Andrews
101	John L. Milholland	Pastor	Fifth Creek/Old Providence
101	E. Thomas Miller	Pastor	Forest Park
101	James F. Miller	Pastor	Greensboro Church of the Cross
101	Molly D. Morgan	Pastor	Madison
101	Stephen A. Moss	Pastor	Thyatira
103	Lisa M. Mullen	Associate Pastor	High Point First
101	George H. Murray IV	Pastor	Kernersville First
103	Lisa T. Nelson	Associate Pastor	Prospect
101	David C. Partington	Pastor	Shallowford
101	S. Curtis Patterson	Pastor	Thomasville First
105	Jamie B. Pharr	Interim Pastor	Mocksville First
101	Phillip J. Pogue	Pastor	Glendale Springs/Laurel Fork
101	Richard L. Qualls	Pastor	Flat Rock
106	Marie P. Reed	Stated Supply	Yanceyville
101	Raymond W. Riddleberger	Pastor	Old Town
101	Paul N. Ridolfi	Pastor	Mt. Airy First
101	James M. Rissmiller	Pastor	Greensboro Community in Christ, Presbyterian
101	Russell H. Ritchel, Jr.	Pastor	Winston-Salem First
101	Brian Rummage	Pastor	Bixby
101	Victor C. Scott	Pastor	Greenwood
101	Dennis Sebesan	Pastor	Lexington, First
101	Jerold D. Shetler	Pastor	Greensboro First
105	Jeffrey D. Smith	Interim Pastor	Taylorsville
106	Steven A. Snipes	Stated Supply	Oakland

EOD	Name	Position	Calling/Employing Agency
101	Billy F. Sosebee	Pastor	Lexington Second
108	Bernard L. Spielman, Jr.	Temporary Supply	Statesville Bethany
101	Joe L. Spears	Pastor	Mount Tabor; Freedom Ministry Program Director
108	William F. Stephens III	Temporary Supply	Hopeview
101	Samuel Stevenson	Pastor	Grace
101	Larry E. Summey	Pastor	Franklin
101	David H. Sutton	Pastor	Guilford Park
101	C. Powell Sykes	Pastor	Burlington Westminster
101	Al F. Thomas, Jr.	Pastor	Speedwell
103	Erich W. Thompson	Associate Pastor	Greensboro Starmount
101	Dan M. Thornton	Pastor	Salisbury Second
101	Keith Uffman	Pastor	Greensboro Alamance
101	Thomas R. Vaughn	Pastor	New Salem
101	Robert F. Veazey	Pastor	Elkin
103	Dale W. Walker	Associate Pastor	Greensboro Presbyterian Church of the Cross
101	W. Russell Ward, Jr.	Pastor	Asheboro First
101	William C. Weckerly	Pastor	Graham
103	Jeff White	Associate Pastor	Winston-Salem First
101	Norman F. Whitney	Pastor	Graham Bethany
101	Daniel C. Wilkers	Pastor	Winston-Salem Parkway
105	John A. Wilkerson, Jr.	Interim Pastor	Greensboro Starmount
101	Charles Williams	Pastor	Burlington First
101	James K. Wilson	Pastor	Sedgefield
101	R. Scott Woodmansee	Pastor	High Point First
101	Richard S. Wurst, Jr.	Pastor	Stoney Creek

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Salem Presbytery
Committee on Ministry
Ministers in 1997 Engaged in Validated Ministries in Other Services of This Presbytery (2)

OED	Name	Position	Calling/Employing Agency
423	Barbara E. Dua	Director of Women's Ministries	National Ministries Division, Presbyterian Church (U.S.A.)
653	Philip R. Gehman	Vice President for Student Life	Columbia Theological Seminary
203	Hewon Han	Associate Presbyter for Congregational Life	Salem Presbytery
201	John M. Handley	Executive Presbyter	Salem Presbytery
641	Ann E. Jahnes	Campus Minister	University of North Carolina at Greensboro
654	Richard R. Osmer	Professor of Christian Education	Princeton Theological Seminary
641	Rockwell P. Ward	Campus Minister	Appalachian State University
203	A. Michael Warren	Associate Presbyter for Care and Development of Leadership	Salem Presbytery

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Salem Presbytery
Committee on Ministry
Ministers in 1997 Engaged in Validated Ministries Beyond the Jurisdiction of This Presbytery (3)

OED	Name	Position	Calling/Employing Agency
711	Charles Nathaniel Briley	Chaplain	St. Luke's Episcopal Church, Atlanta
785	Janet B. Briscoe	Master's Candidate	University of North Carolina at Greensboro
658	Robert A. Bryant	Doctoral Candidate	Union Theological Seminary (Virginia)
644	Carole F. Chase	Professor of Religion	Elon College
785	M. Susan Dobyns	Counselor	Private Practice
785	Larry W. Freeman	Counselor	Private Practice
704	Carter B. Gillespie	Counselor - Employee Assistance Program	Greensboro United States Postal Service
782	Robert W. Herron	Director	Greensboro Presbyterian Counseling Center
656	Cynthia D. Keever	Librarian	Hood Theological Seminary
654	William F. Lawrence	Professor	Hood Theological Seminary
711	Ann A. Letson	Chaplain Supervisor	North Carolina Baptist Hospital
645	B. Paul Lindsay	Associate Professor of Sociology	University of North Carolina at Greensboro
562	Z. Bradford Long	Director	Presbyterian & Reformed Renewal Ministries
785	Steve A. Martin	Counselor	Private Practice
711	Francis J. Rivers Meza	Chaplain/Supervisor-in-Training	North Carolina Baptist Hospital
711	Jeannette G. Rodenbough	Chaplain	Morehead Memorial Hospital
785	R. Page Shelton	Lead Worker	Forsyth Mental Health Center Acute Day Treatment Program
562	Paul R. Snell	Executive Director	CONTACT
658	John B. Talmage	Doctoral Candidate	University of Florida
636	Glenn C. Thomason	Guidance Counselor	Thomas H. Henderson Middle School, Richmond, Virginia
714	Benjamin F. Williams	Child & Youth Services Director	Alamance/Caswell Mental Health Center
565	J. Gordon Williams	Program Field Director	American Leprosy Mission

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Salem Presbytery
Committee on Ministry
Honorably Retired Ministers (4)

EOD	Name	Position	Calling/Employing Agency
299	Alonza M. Alexander		
299	Lawrence W. Avent	Parish Associate	Greensboro First
299	J. Lawrence Ayers		
299	Thomas B. Bagnal, Jr.		
299	James H. Banbury	Stated Supply	Yadkinville
299	Dwight L. Barker		
299	L. Adlai Boyd		
299	Ernest M. Bradford		
299	Edwin C. Brammer, Jr.		
299	Warren C. Brannon		
299	Joseph A. Browde		
299	William Brown		
299	Malcolm M. Bullock	Interim Pastor	John Calvin
299	David H. Burr		
299	Cecil C. Callis	Stated Supply	Mt. Vernon Springs/Gulf
299	George C. Carpenter	Interim Pastor	Crestwood
299	Charles R. Carter		
299	William H. Chappell		
299	Frank C. Collier	Stated Supply	Immanuel
299	L.B. Colquitt, Jr.		
299	Watt M. Cooper		
299	Ares Davidian		
299	Frank A. Davison		
299	C. Wayne Dixon		
299	Louise Farrior	Parish Associate	Burlington First
299	Norris L. Fellows		
299	Charles G. Fitzpatrick		
299	Joseph W. Flora		
299	Robert Lee Forbis		
299	William H. Foster, Jr.	Stated Supply	Whitewright First (Texas)
299	Robert O. Freeman		
299	Samuel R. Fudge		
299	Harold E. Fuller		

EOD	Name	Position	Calling/Employing Agency
299	Joseph M. Garrison		
299	Lucius A. Gray	Interim Pastor	Bethel
299	J. Stimson Hawkins	Chaplain	Hospice
299	Dewitt F. Helm		
299	Everett A. Hewlett		
299	Z.N. Holler		
299	Henry J. Keating		
299	William R. Knox		
299	Morton R. Kurtz		
299	Julian Lake		
299	Donald E. Lannon		
299	Frank Leeper		
299	William F. Long		
299	Wilkes D. Macaulay		
299	James M. Mauldin		
299	James M. McDaniel		
299	Charles T. McKee		
299	Lacy V. McPherson		
299	Allen C. McSween		
299	Donald Mimbs		
299	Kay M. Misenheimer		
299	James A. Mitcham, Jr.	Stated Supply	Shady Side
299	H. Reid Montgomery	Interim Pastor	Statesville Concord
299	Allen E. Morrison		
299	Joseph B. Mullin		
299	Robert E. Osman	Parish Associate	Greensboro Westminster
299	Darrell A. Parker		
299	J. Kent Parker, Jr.		
299	O. William Perrell		
299	A.B. Plexico		
299	George A. Ploger		
299	W. Clark Porter III		
299	Donald G. Price	Interim Pastor	Rumple Memorial
299	Catherine J. Reed		
299	Gerald N. Reiff		

EOD	Name	Position	Calling/Employing Agency
299	William C. Rhodes, Jr.		
299	Leland A. Richardson		
299	Paul S. Ryoo		
299	Grant M. Sharp		
299	Lester E. Sheppard		
299	William R. Smith III		
299	Patricia F. Stewart		
299	Jamie D. Stimson		
299	Ernest L. Stoffel		
299	Harry S. Thomas		
299	John G. Truitt		
299	Robert L. Turner		
299	William D. Varker		
299	Stanley M. Voth		
299	Harold F. Waldruff		
299	Roy E. Watts		
299	Worth N. Watts	Stated Supply	Elon College Trinity
299	Robert S. Wells		
299	John C. Whitley	Stated Supply	Stoneville
299	Frank C. Wilkinson		
299	John A. Womeldorf		
299	William J. Wrenn		

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Salem Presbytery
Committee on Ministry
Members-at-Large (5)

OED	Name	Position	Employing Agency
787	James H. Allen		
787	Jonathan C. Barker		
787	Linda L. Blessing		
787	Virginia Cowfer	Social Worker	Rowan County Department of Social Services
787	Leighton O. Culler		
787	Christopher E. East		
787	Alyce Kelly		
787	Walter W. King	Liaison Engineer	General Motors Electro-Motive Division
787	Gail P. Nelson		
787	Franklin L. Partridge	Minister of Music	Winston-Salem Trinity
787	Steve M. Pharr	Attorney	Petree Stockton
787	Joseph L. Pickard		
787	George K. Preston III		
787	Anne Carter Shelley	Doctoral Candidate	University of North Carolina at Greensboro
787	Jerry M. Smith	Attorney	Private Practice
787	Bernard L. Spielman, Jr.		
787	Laura M. Spangler		
787	Mark T. Stewart		

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SALEM PRESBYTERY
PROSPECT ADMINISTRATIVE COMMISSION
MARCH 10, 1997

APPENDIX F

The Administrative Commission met at Prospect Presbyterian Church at 5:00 pm.
Present: Rev. Larry Summey, Moderator; Roy Carruth, Rev. James Henderson, Rev. Ruth Lenger, Rev. Leland Richardson, Delores Spielman, Elinor Swaim, John Whitfield, Jean Wilson

The Administrative Commission met (over bag supper) from 5 - 6 pm. Prayer was both an opening and a blessing for the supper.

Moderator Larry Summey presented a "summary of the matters at issue" based on the information given to the Commission thus far, and based on the first meeting of the Commission on Feb. 27. At this time the members present agreed on the schedule for the evening and discussed the "issues". The moderator reminded us of our task at hand and to look at the disruption of the peace, harmony and unity within the church.

6:05 pm - 6:30 pm REPORT FROM VIRGINIA COWFER (a trained mediator)

Heard general summary of Virginia's meetings w/Session, PNC, etc.

Underlying issues are present which are in addition to the presenting issue of allegations of sexual misconduct. The issues are:

1. One identified group, Serendipity Group (Circle) accused of running off 2 or 3 pastors, resistant to change.
2. Pete P. said to have kept a gun in his office (some church members verbalized they were frightenend of him)
3. Lisa Nelson, Assoc. Pastor, thought to be caught in the middle.

Virginia's comments:
She senses the elders and deacons are wanting to move the church along.
She thinks the church wants a rapid resolvement; wants Pete to leave
Keep these issues in mind (according to Virginia):
(a) families are divided in their response to the allegations
(b) attendance has slacked-off
(c) some feel a portion (?%) of the congregation does not know what is happening
(d) gossip in community and in the church
(e) viciousness
(f) concerns for Ann and Pete Preston

Virginia's Summary: (1) desired outcome -coming together as a congregation
(2) need for a change in church's leadership (3) forgiveness

Several church members shared with Virginia that they were afraid of Pete's anger.
Some expressed concerns about visits from Pete, etc.
Virginia may have additional meeting with sub-groups of Prospect.

6:35 - 7:35 pm Met with Pete Preston

General comments from Pete:

"I am a touchy, feely, friendly person"
"One person is behind this; did not want me called as pastor"
"Personnel committee wanted to meet with me 11 days after I got installed"
"Presbytery gave Bill Hart permission to call Session meeting..I did not give him permission" (Dec. 13)

"There was never anything said directly to me about the charges"

When asked "What do you see as a resolution?" .Pete said,"Presbytery needs to buy me out."

Moderator Larry Summey asked for an accurate address for Pete.

BREAK * five minutes

7:40 pm - 8:15 pm Meeting with PNC

Seven members present; B. Lowrance was not on PNC, came with spouse;

The PNC comments concerning the allegations:

(1) Became aware of problems Dec. 13, 1996. Chair of PNC said he went in the church office routinely every other day for a period of weeks when Pete first came to Prospect. He said he chatted with office staff, Assoc. Pastor and Pete. He continued going by once a month. No one person shared that there were problems until 12-13-96.

(2) Felt their were questions as to whether or not staff liked Pete from the beginning. (Named Sec.; Assoc. Pastor; some committe chairs; personnel comm)

(3) Asked themselves: "Why did no one talk to Pete about the charges?"

(4) At the feeling level: feelings of anger, hatred, lack of trust, lack of compassion among members.

(5) Shared an incident at going out to eat at Blue Bay Seafood just for socializing and fellowship, Pete and Ann were included: They saw an elder "taking names" as to who attended.

(6) Prayer incident talked about by B. Lowrance; to have a prayer time

(7) Power is an issue

(8) In old business: 25 names were on a petition to "get rid of" Rev. Steve Hundley

While sharing several members cried or were next to tears in recounting some of their experiences relating to the allegations. Said some of the members of PNC have had serious health problems as a result of the stress in this situation.

8:25 pm - 10:05 pm Met with Session ,in parlor

Eleven elders present; Rev. Lisa Nelson; Dr. John Handley
Elders not in attendance: Bob Edmiston, Allen Lowrance, Johnny Wilkinson

Rev. Larry Summey called the meeting to order acting as Moderator in the absence of one.

Question addressed Session by Moderator: What is your perspective on what has happened since P. Preston was called?

Mentioned "break-in" at church office on 12-29-96
On the issue of voting, reported 3 did not vote.
At Dec. Session meeting in own words, "Mr. Hart was verbally attacked by Pete" :"crucified"
Many commented on Dec. meeting; said Pete was angry; said Pete walked out of the meeting and said Lisa could finish it; Said meeting was "high emotion"

When asked about how they feel the congregation is doing through this; they said they think the congregation wants facts, allegations, the "truth"

Some elders were expressing concerns that Pete was seen on church property, on 3/3/97. It is their understanding that during these 3 months he is not to be on the property.

The Moderator, Larry Summey, asked Lis Nelson to leave; she did; the approx. last 20 minutes of the time were in discussion w/out Lisa in room.
This was to facilitate discussion among the elders who may have had something to say but were uncomfortable saying it with Lisa in the room.

10:15 pm - 10:45 pm   Met with Rev. Lisa Nelson

Lisa shared situations.
"Define need"
Lisa confirmed she knew of allegations since late Aug. and she shared them with Mr. Hart
General discussion followed.

Moderator will contact the Sexual Misconduct Response Team as to whether or not they are avalable to meet with us next Monday, March 17.

Meeting closed with prayer

Respectfully submitted by,

DMS

elores M. Spielman

Minutes
Prospect Presbyterian Church Administrative Commission

Tuesday, April 8, 1997
7:00 PM
Franklin Presbyterian Church

I. The Administrative Commission met at 7:00 PM at Franklin Presbyterian Church. The following members of the commission were present: Rev. Larry Summey, Rev. James Henderson, Rev. Ruth Lenger, Rev. Leland Richardson, Ms. Jean Wilson, Ms. Elinor Swaim, Mr. Roy Carruth, and Mr. John Whitfield. Absent was Ms. Delores Spielman.

II. The meeting was opened with prayer by the Rev. Larry Summey and was called to order.

III. Rev. Summey, Rev. Lenger, and Mr. Whitfield reported on their meeting along with Rev. John Handley with Rev. George K. Preston III, Rev. Lisa Nelson, and the session of Prospect Presbyterian Church on Tuesday, April 1, 1997. After a period of discussion, three agreements between Salem Presbytery and the above parties were presented to the commission for approval. One amendment was suggested by the Rev. Ruth Lenger: To add "or Salem Presbytery" to the final paragraph of the agreements with Rev. Preston and the session. The agreements were approved with the amendment. The moderator was authorized to present the agreements to the parties for signing. The three agreements are attached to these minutes.

IV. The meeting was adjourned. The Rev. James Henderson closed with prayer.

Larry E. Summey

Rev. Larry E. Summey, Moderator

AN AGREEMENT BETWEEN THE PROSPECT PRESBYTERIAN CHURCH AND THE ADMINISTRATIVE COMMISSION FOR PROSPECT CHURCH OF SALEM PRESBYTERY

After a very difficult time in the life of Prospect Presbyterian Church, the Administrative Commission of Salem Presbytery has negotiated the following agreement in the sincere hope that it will facilitate a time of healing and growth.

As a result of a called session meeting at Prospect Presbyterian Church on April 1, 1997:

1. The Session of Prospect Presbyterian Church agrees:

   A. That the Reverend Dr. George K. Preston, III shall vacate the church office and shall remove all personal belongings from the church building by April 11, 1997

   B. That Dr. Preston shall vacate the Prospect Church manse by July 1, 1997

   C. That the pastoral relationship between the Reverend Dr. George K. Preston, III and Prospect Presbyterian Church shall be dissolved effective April 18, 1997

   D. That Prospect Presbyterian Church will pay 1/2 of a three-month's severance package beginning April 19, 1997. The severance package is based upon the annual call terms:

Salary	$22,876.40
Furnishings/Utility Allowance	8,010.00
Board of Pensions	8,648.19
Annuity	1,000.00
	$40,534.59

   Prospect Church is responsible for $5,066.83. Severance payments will be made in three increments to Salem Presbytery at least seven (7) days prior to the normal due date for payment to the minister: the last Wednesday of each month. Presbytery will make the respective payments to the minister after receipt of payments from Prospect Church. This is intended to prevent unnecessary contact between the minister and Prospect Church.

   E. That Prospect Church shall call an interim pastor, specifically trained in reconciliation and conflict resolution, for a period of not less than one year before a Pulpit Nominating Committee can be formed for the calling of a pastor. This is to ensure an intentional time of healing and reconciliation within the congregation. Terms to be negotiated with the Session.

2. Salem Presbytery agrees:

   A. To pay 1/2 of a three-month's severance package as stipulated above. Severance payments to Dr. Preston are contingent upon his meeting of special requirements placed upon him by the Administrative Commission of Salem Presbytery.

   B. To assist Prospect Presbyterian Church in locating a qualified interim pastor.

   C. To pay up to $1,000 for the mediation services to the congregation of the Reverend Virginia Cowfer.

   D. To assist as needed with healing, reconciliation, and progress in ministry within the congregation of Prospect Presbyterian Church.

E. To assist the Reverend Lisa Nelson with the costs of a prescribed continuing education event and guided reflection on insights and growth sparked by experiencing this conflict.

3. The parties understand and agree that this agreement resolves all matters and claims the parties may have against each other, whether in contract or tort. Upon completion of the terms of this agreement, all parties agree that each is released from any claim of each other party, it being the intention of each party to conclude all claims against each other party by entering into this agreement. Mr. Preston specifically agrees in consideration of the payments made to him under this agreement, to release all claims he may have against any member, former member, employee, or former employee of Prospect Presbyterian Church or Salem Presbytery.

Signature of Clerk of Session Date

Signature of Moderator of Salem Presbytery Date
Administrative Commission

AN AGREEMENT BETWEEN THE REVEREND LISA T. NELSON
AND THE ADMINISTRATIVE COMMISSION FOR PROSPECT CHURCH
OF SALEM PRESBYTERY

Purpose: To assist the Reverend Nelson in further development as a minister

I. Rev. Nelson agrees:

1. To enroll in the four-day seminar Conflict and Communication: Interpersonal Skill Development. $350.00 shall be paid from Rev. Nelson's Continuing Education Allowance.

2. To meet regularly with a colleague in ministry assigned by the Committee on Ministry.

II. Salem Presbytery agrees:

1. To pay balance of the cost of the above Alban Institute Seminar: $370.00

2. The Committee on Ministry will assign the colleague in ministry to help Rev. Nelson assess and gain insights from the situation and the problems that arose at Prospect Church and to help develop a support system outside the congregation.

III. The parties understand and agree that this agreement resolves all matters and claims the parties may have against each other, whether in contract or tort. Upon completion of the terms of this agreement, all parties agree that each is released from any claim of each other party, it being the intention of each party to conclude all claims against each other party by entering into this agreement. Mr. Preston specifically agrees in consideration of the payments made to him under this agreement, to release all claims he may have against any member, former member, employee, or former employee of Prospect Presbyterian Church or Salem Presbytery.

______________________________ __________________

Signature Date

______________________________ __________________

Signature of Moderator of Salem Presbytery Date
Administrative Commission

AN AGREEMENT BETWEEN THE REVEREND DR. GEORGE K. PRESTON, III AND THE ADMINISTRATIVE COMMISSION FOR PROSPECT CHURCH OF SALEM PRESBYTERY

Purpose: To open the way for a decision about Presbytery's future actions in regard to further ministry for Mr. Preston

I. Mr. Preston agrees to:

1. Psychological testing as required by Dr. Arnold Nelson, Ph.D., a N.C. Licensed Psychologist
2. Participate with the Commission in discussion of the results of the testing with Dr. Nelson
3. Participate in any follow-up prescribed by Dr. Nelson, including
    - therapy
    - further evaluation, etc.

    Responsibility for naming service providers will be lodged with the Commission. Those providing services will report results to the Salem Presbytery Commission.

4. Mr. Preston further agrees to:
    a. Vacate the church office by April 11, 1997
    b. Concur with the dissolution of the pastoral relationship between himself and the Prospect Church effective April 18, 1997
    c. Vacate the manse by July 1, 1997
    d. Mr. Preston also agrees that until the process described above is completed, he will refrain from discussing anything concerning Prospect Church, the process described above, or his future plans for ministry with any member of Prospect Church, regardless of the medium (face-to-face, phone, letter, computer, etc.) no matter who initiates the contact. The Commission will investigate allegations of any violation of this agreement and will pursue judicial process if substantiated.

II. Presbytery Commission agrees to:

1. Share costs for psychiatric services with the Board of Pensions and Mr. Preston. Salem Presbytery agrees to pay ½ of the costs not covered by the Board of Pensions. Mr. Preston agrees to pay the remaining 1/2. This agreement will continue from the date on which Mr. Preston signs this agreement up to the conclusion of the Severance Agreement on July 18, 1997. At that time the Commission will review progress and make decisions concerning next steps.

    a. Psychological testing with Dr. Arnold Nelson
    b. Any prescribed therapy or other follow-up as approved by the Commission

2. Pay ½ of three month's severance agreement with the other ½ paid by Prospect Church. The severance package is based on annual call terms:

Salary	$22,876.40
Furnishings/Utility Allowance	8,010.00
Board of Pensions	8,648.19
Annuity	1,000.00
	$40,534.59
or Presbytery's portion of	$ 5,066.83

III. Both parties agree:

The results of the evaluation and treatment (if necessary) must be made available to the Committee on Ministry before Salem Presbytery can release Mr. Preston for future calls in ministry.

IV. The parties understand and agree that this agreement resolves all matters and claims the parties may have against each other, whether in contract or tort. Upon completion of the terms of this agreement, all parties agree that each is released from any claim of each other party, it being the intention of each party to conclude all claims against each other party by entering into this agreement. Mr. Preston specifically agrees in consideration of the payments made to him under this agreement, to release all claims he may have against any member, former member, employee, or former employee of Prospect Presbyterian Church or Salem Presbytery.

______________________________ __________________

Signature Date

______________________________ __________________

Signature of Moderator of Salem Presbytery Date
Administrative Commission

Addendum to the Agreement between the Prospect Presbyterian Church
And the Administrative Commission for Prospect Church
of Salem Presbytery
And to the Agreement between the Reverend Dr. George K. Preston, III
And the Administrative Commission for Prospect Church
of Salem Presbytery

Because of the requirements of the income tax laws and procedures of the United States and of the State of North Carolina, the following procedural changes are necessary:

> Salem Presbytery will send the presbytery's increment of the ½ of the three month's severance package to Prospect Presbyterian Church at least seven (7) days prior to the normal due date for payment to the minister: the last Wednesday of each month. The treasurer of Prospect Presbyterian Church will make the respective payments to the minister after receipt of payments from the presbytery. The treasurer will send the payments to the minister through the US Postal Service so that it will be received on the normal due date.

No other provisions of these agreements including amounts or responsibilities have been changed by this addendum.

Larry E. Summey
Moderator, Administrative Commission for Prospect Church

Memo

To: Administrative Commission File

From: Franklin Presbyterian Church

Subject: Meeting, July 8, 1997

Date: July 9, 1997

On July 8, 1997, the Salem Presbytery Administrative Commission for Prospect Presbyterian Church met at 7:00 PM at Franklin Presbyterian Church. The following members of the commission were present: Rev. Larry Summey, Moderator, Rev. Ruth Lenger, Mr. Roy Carruth, Ms. Jean Wilson, Ms. Elinor Swaim. Rev. John Handley was present for the Presbytery staff.

Materials were given to the members of the commission which included a letter sent to the congregation of Prospect, a general time line, a psychological assessment, and a letter from Dr. Arnold Nelson. The commission began to discuss the psychological test results and the therapy of Rev Preston.

At 7:30 PM, Rev. Malcolm Bullock, moderator of the session at Prospect reported on some problems that had arisen at Prospect during the previous week: 1. The session had decided to send a delegation to visit a deacon who had become inactive. This visit was to be pastoral with the intention of trying to reactivate the deacon and to encourage his family to be more active in the church. An elder (Harriet Lipe), not on the delegation took it upon herself to visit the deacon and told him that a 6 member delegation was planning to ask for his resignation and were going to ask his family to leave the church. 2. The Associate Pastor, Rev. Lisa Nelson was visited by two church members, Wade Carrigan, and Bill Lorantz, who blamed her for Rev. Preston's leaving and asked her to leave. Rev. Nelson was upset and felt that she was unable to minister to these members.

At 8:00 PM, four elders from Prospect Presbyterian Church, Vance Moore, Johnny Wilkinson, Betty Alexander, and Lee Foster met with the commission. They corroborated Rev. Bullock's report and added that Elder Harriet Lipe had told the new secretary that Lisa Nelson had been part of a conspiracy to get rid of Pete Preston and that she had better "watch her back." The elders indicated that they were seeking the commission's advice and guidance but were not ready to prefer formal charges against elder Harriet Lipe. It was decided that a session meeting with the commission would be called on Wed., July 16 with all invited who would want to ask questions of the commission. Especially, Ms. Lipe, Mr. Carrigan, and Mr. Lorantz were to be invited to this meeting.

Discussion continued concerning the psychological assessments of Rev. Preston. It was decided that we would adhere to Dr. Arnold's recommendations that Rev. Preston be allowed to work in a supervised ministry, with continued monitoring and continued therapy. Rev. Handley will be contacting Rev. Lewis Fowler, the Executive of the presbytery in Tennessee where Rev. Preston will be living to see if such an arrangement could be made. Possibly, Rev. Preston could be given permission to labor outside the bounds for a period of not less than 6 months as this situation is monitored. It was further stipulated that the presbytery in Tennessee would choose the therapist for Rev. Preston's continued therapy.

The meeting was closed in prayer by Rev. Summey.

SALEM PRESBYTERY
ADMINISTRATIVE COMMISSION FOR PROSPECT PRESBYTERIAN CHURCH

Larry Summey, Moderator

July 18-19, 1997

At the February 1, 1997, meeting, Salem Presbytery approved the formation of an Administrative Commission for the purpose of resolving a conflictual situation that had arisen at Prospect Presbyterian Church. Since the formation of the Commission, the following actions have been taken:

> The pastoral relationship between the Prospect Presbyterian Church and the pastor, the Reverend George K. Preston, III, was dissolved effective April 18, 1997. The Reverend Preston was given a three month's severance agreement with 1/2 paid by the Prospect Church and 1/2 paid by Salem Presbytery.
>
> Because of Mrs. Preston's position with the public school system, the Prestons were given permission to remain in the church manse until July 1, 1997, so that she could remain until the end of the school year. The Prestons have now vacated the Prospect manse and are presently residing in Tennessee.
>
> The Prospect Church was required to call an interim pastor, specifically trained in reconciliation and conflict resolution, for a period of not less than one year before a Pulpit Nominating Committee can be formed for the calling of a pastor. Presently a committee of the Prospect Session has been formed for the interviewing of interim candidates.
>
> The Associate Pastor, the Reverend Lisa T. Nelson, attended a four day seminar by the Alban Institute, "Conflict and Communication: Interpersonal Skill Development", and was assigned a Colleague in Ministry by the Committee on Ministry to assist her in her insights on the conflict and her ministry at Prospect.
>
> The Commission continues to work with the Reverend Preston on additional requirements in preparation for possible future ministry. Contacts with the Prospect Church continue as they search for a qualified Interim Pastor and as they seek to regain harmony and focus on their mission as the Church of Jesus Christ.

The Commission has been grateful for the cooperation of all parties involved and for the hospitality of the session and members of the Prospect Church during this unpleasant but necessary procedure.

Salem Presbytery

Administrative Commission for Prospect Presbyterian Church

Meeting with Prospect Congregation and Session

July 23, 1997

Rev. Larry E. Summey, Moderator

Purposes of the Meeting

1. To provide information and to allow questions from the congregation concerning the procedures of the commission during the recent conflict at Prospect.

2. To encourage in the strongest terms, the reconciliation of church members at Prospect for the peace, harmony and unity of the church.

Ground rules

1. Anyone who has questions or comments for the commission will make them only when recognized by the moderator of the commission.

2. No interrupting or calling out of comments or reactions to persons speaking (Each participant will be given an opportunity to respond to comments made by others without interruption)

3. We will deal with the facts rather than motives. (No name calling or assumptions on the motivation of persons speaking)

4. We will seek understanding and avoid personalizing the issues.

Memo

To: Administrative Commission File

From: Moderator

Subject: July 23 Meeting

Date: July 24, 1997

On Wednesday, July 23, 1997, the Salem Presbytery Administrative Commission for Prospect Presbyterian Church met at 7:00 PM at Prospect Church. The following members of the Commission were present: Rev. Larry Summey, Moderator; Rev. Leland Richardson, Mr. John Whitfield, Ms. Elinor Swaim, Ms. Delores Spielman, and Ms. Jean Wilson. The purpose of the meeting and the "ground rules" for the meeting are attached.

Before the meeting with the members of the Prospect congregation began, the commission met briefly in the Prospect session room in order to update those who had been unable to attend the previous. Also updated information on Pete Preston's situation was presented. After prayer, the commission met with church members in the Prospect fellowship hall.

The time line of the commission's work was explained by the moderator. After an explanation of the ground rules for the meeting, the floor was open to questions and/or comments from the floor. The meeting lasted approximately one hour and fifteen minutes. Some of the key issues brought out in the discussion were:

1. The former pastor, Rev. Preston's status and treatment.
2. The associate pastor, Lisa Nelson's status and support.
3. Status of the interim pastor search process
4. The stoppage of rumors circulating through the church
5. Forgiveness
6. Moving on in the future.

Even though there is still hurt in the congregation and the need for future healing, this appeared to be a helpful meeting in the healing process. The need for a well trained, qualified interim remains evident to help prepare this congregation for the healthy transition of calling a new permanent "senior pastor."

The congregation has accomplished many things even in the midst of the conflict (building project, churchwide cleanup, mission trip, etc.) At the meeting, persons on both sides of the conflict indicated the need for forgiveness and forward motion in the future. With a qualified interim in place, and with prayer and intentional work in healing, Prospect Church should emerge from this situation in a healthy and strong position for the future.

Larry E. Summey, Moderator

MINUTES
SALEM PRESBYTERY
ADMINISTRATIVE COMMISSION FOR PROSPECT CHURCH

August 26, 1997

A meeting was held at 6:30 PM of the administrative commission for Prospect Church at Franklin Church. All members of the commission were present except for Delores Spielman and Rev. James Henderson. Also present were John Handley and Mike Warren.

The meeting was opened with prayer by Rev. Summey, who chaired the meeting.

Rev. Summey summarized the on-going situation. Dr. Preston is anxious to move on to other work in Tennessee, and the Commission is getting pressure from various directions to release Dr. Preston. There is some question about the Commission's legal right to continue supervising Dr. Preston.

A proposed agreement has been worked out by Steve Pharr, Presbytery attorney and Dr. Preston's son, Kline, who is also an attorney. (See copy) This was discussed at length, then accepted by the Commission.

At this point Dr. Preston joined the meeting, along with his father, and Mr. Troy Lewis. Dr. Preston told of his move to Tennessee, and told of his wish to conclude the activities with Salem Presbytery. Following discussion of the proposed agreement and other aspects of the situation, and following a brief break, Dr. Preston agreed to sign the agreement. He did so in the presence of the Commission, then he and his group left.

Rev. Summey summarized, with John Handley's help, the present situation at Prospect Church. They seem to be pulling together, are completing their building program, appear to be improving in their finances and are actively seeking an interim pastor. There are still some persons who are unhappy but it appears to be causing much less dissension.

It was agreed that the Committee on Ministries can take over the activities of this Commission, given the present state of the negotiations. Minutes and reports will be given to the Presbytery and the Commission will in all probability be dissolved at the next Presbytery meeting.

There being no further business, the meeting was concluded with prayer.

Rev. Larry Summey, Moderator John Whitfield, Acting Recorder

AN AGREEMENT BETWEEN THE REVEREND DR. GEORGE K. PRESTON, III AND THE ADMINISTRATIVE COMMISSION FOR PROSPECT CHURCH OF SALEM PRESBYTERY

Purpose: Guidelines for the dismissal of the Reverend Dr. George K. Preston, III by Salem Presbytery to another presbytery in the Presbyterian Church USA

I. Upon the receipt of an inquiry or request for dismissal in accordance with the Book of Order, G-14.0507b. by a calling presbytery, Salem Presbytery agrees to dismiss Mr. Preston to that presbytery under the following condition:

> Salem Presbytery will forward to the inquiring/calling presbytery the recommendations and evaluations of Mr. Preston by Dr. Arnold E. Nelson, Ph.D., an NC licensed psychologist. This documentation will include the Psychological Evaluation dated May 16, 1997 and the letters from Dr. Nelson to the Moderator of the Administrative Commission dated May 30, 1997 and July 21, 1997.

Requests for dismissal or calls for Mr. Preston will be administered by the Committee on Ministry of Salem Presbytery until such time as he is dismissed to the jurisdiction of another presbytery (G-14.0507b., G-11.0103n., G-11.0502h., Book of Order)

II. Mr. Preston hereby gives permission to Salem Presbytery to release the above documentation concerning the psychological evaluation and recommendations of Dr. Arnold Nelson to the Committee on Ministry of any calling presbytery requesting the dismissal of Mr. Preston from Salem Presbytery.

Signature

Date

Signature of Moderator of Salem Presbytery
Administrative Commission

Date

SALEM PRESBYTERY
ADMINISTRATIVE COMMISSION
FOR PROSPECT PRESBYTERIAN CHURCH

Larry E. Summey, Moderator
October 21, 1997

At the February 1, 1997 meeting, Salem Presbytery approved the formation of an Administrative Commission for the purpose of resolving a conflictual situation that had arisen at Prospect Presbyterian Church. Since the formation of the commission, the following actions have been taken:

> The pastoral relationship between the Prospect Presbyterian Church and the pastor, the Rev. George K. Preston, III, was dissolved effective April 18, 1997. The Rev. Preston was given a three month's severance agreement with ½ paid by the Prospect Church and ½ paid by Salem Presbytery.
>
> Because of Mrs. Preston's position with the public school system, the Prestons were given permission to remain in the church manse until July 1, 1997, so that she could remain until the end of the school year. The Prestons have now vacated the Prospect manse and are presently residing in Tennessee.
>
> The Prospect Church was required to call an interim pastor, specifically trained in reconciliation and conflict resolution, for a period of not less than one year before a Pulpit Nominating Committee can be formed for the calling of a pastor. Presently a committee of the Prospect session has been formed for the interviewing of interim candidates.
>
> The Associate Pastor, the Rev. Lisa T. Nelson attended a four day seminar by the Alban Institute, "Conflict and Communication: Interpersonal Skill Development," and was assigned a Colleague in Ministry by the Committee on Ministry to assist her in her insights on the conflict and her ministry at Prospect.
>
> On the August 26, 1997 meeting of the Administrative Commission, the commission agreed to release the Reverend Preston to a calling presbytery with special referencing requirements given to the Salem Presbytery Committee on Ministry and to the Salem Presbytery staff. This call process will be administered and overseen by the Committee on Ministry.
>
> Prospect Presbyterian Church has formed a committee for the calling of an interim pastor, fulfilling the above requirement. This call process will be coordinated with the Salem Presbytery Committee on Ministry.
>
> The Administrative Commission for Prospect Church requests that the Salem Presbytery dismiss the Commission. The minutes of the commission will be on file at the Salem Presbytery office. The Commission has been grateful for the cooperation of all parties involved in this process.

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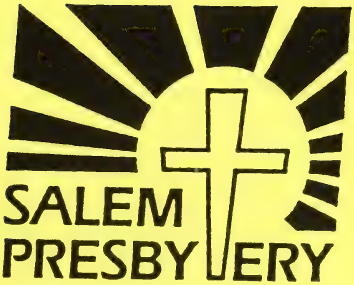
SALEM
PRESBYTERY

THIRTY-EIGHTH STATED MEETING
FIRST PREBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA
April 21, 1998

THIRTY-EIGHTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

ASHEBORO, NORTH CAROLINA

April 21, 1998

The Thirty-Eighth Stated Meeting of Salem Presbytery, held on Tuesday, April 21, 1998, at First Presbyterian Church, Asheboro, North Carolina, was called to order by Moderator Russ Ward at 9:00 a.m. He led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The liturgist was the Reverend Francis Rivers Meza. The preacher was the Reverend Patricia F. Stewart. The Reverends Jae Chung and Russ Ward presided at the Lord's Supper. The Necrology for 1997 was read by the Reverend Francis Rivers Meza (Appendix A, pp. 98-100). Special music was provided by the North Carolina Women's Prison Choir.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	135	Non-Commissioners	5
Ministers	113		
		Visitors	64
Corresponding Members			
Ministers	2	TOTAL	325
Church Educators	6		

The following ministers were enrolled:

A-F

Wyatt Aiken, Jr., J. Lawrence Ayers, James H. Banbury, Phillip A. Beck, Ronald L. Bowie, Ernest M. Bradford, Thomas A. Brown, George C. Carpenter, S. David Carriker, William E. Christian, Jae Heung Chung, M. Gray Clark, Frederick A. H. Coates, William J. Cowfer, O. Leighton Culler, William R. Dalton, III, Max E. Deal, James W. Dollar, Erica E. Durham, Lou McAlister East, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, Louise H. Farrior, Bruce Feltrup-Exum, Carol C. Fisher, James H. Foil, Jr., James T. Frazier, Robert O. Freeman, Aaron Fulp-Eickstaedt.

G-M

Robert M. Gant, Jr., Robert J. Goforth, Lucius A. Gray, Perry D. Griffin, Hewon Han, William C. Hayes, David C. Heil, James Henderson, Robert W. Henderson, Samuel W. Henderson, David L. Henry, Janice Henry-Rinehart, Robert W. Herron, Cynthia R. Higgins, Robert M. Howard, George Hunter, Ann B. Jahnes, Kurt W. Johnston, J. David Kivett, William R. Knox, Thomas K. Lane, Donald E. Lannon, William F. Lawrence, Jr., Frank W. Leeper, David E. Leininger, Ruth B. Lenger, Robert M. Lewis, S. Edwin Lewis, Stephen B. Lindsley, Joel M. Long, Wilkes D. Macaulay, William M. MacDonald, Genie Varker Martin, Donna J. McClellan, Stephen B. McCutchan, Angus W. McGregor, Sam E. McGregor, Jr., Mary C. McNeal, Francis Rivers Meza, Judson J. Milam, E. Thomas Miller, Donald Mimbs, James A. Mitcham, Molly Dotson Morgan, Stephen A. Moss, Lisa M. Mullen, George H. Murray, IV.

N-Z

Lisa T. Nelson, Robert E. Osman, S. Curtis Patterson, Jamie Bibee Pharr, W. Clark Porter, III, Marie P. Reed, James M. Rissmiller, Russell H. Ritchel, Jr., Jeannette G. Rodenbough, Brian K. Rummage, Victor C. Scott, Jeffrey D. Smith, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, David H. Sutton, C. Powell Sykes, Sr., Al F. Thomas, Jr., Erich W. Thompson, Dan M. Thornton, Keith A. Uffman, T. Ronald Vaughan, Dale Walker, W. Russell Ward, Jr., A. Michael Warren, William C. Weckerly, Randolph T. Wellford, Daniel C. Wilkers, Frank C. Wilkinson, James K. Wilson, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Robert A. Bryant, Robert E. Cleveland, C. Drayton Cooper, III, Virginia Ann Cowfer, Kermit W. Dancy, M. Susan Dobyns, Barbara E. Dua, Judith Fulp-Eickstaedt, Murv L. Gardiner, Philip R. Gehman, Margret L. Henderson, Fredrick R. Horner, Thomas A. Huff, Jr., Robert s. Jeffords, Sr., Cynthia D. Keever, Walter W. King, Robert E. Lee, W. Marvin Lindsay, Steve A. Martin, Robert M. Matthews, John L. Milholland, James F. Miller, David C. Partington, Steve Macon Pharr, Joseph L. Pickard, Paul N. Ridolfi, C. Frederic Sanford, Dennis J. Sebesan, A. Carter Shelley, Bernard L. Spielman, Jr., Norman M. Whitney, Sr., John A. Wilkerson, Jr., Charles Williams, J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., Dwight Lee Barker, L. Adlai Boyd, Edwin C. Brammer, Jr., Warren C. Brannon, Joseph A. Browde, William Brown, Malcolm M. Bullock, David H. Burr, Cecil C. Callis, Charles R. Carter, Frank C. Collier, L. B. Colquitt, Jr., Ares Davidian, Frank A. Davison, C. Wayne Dixon, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph H. Garrison, John M. Handley, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, Henry J. Keating, Morton Kurtz, Julian Lake, William F. Long, James M. Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, K. Moser Misenheimer, H. Reid Montgomery, Allen E. Morrison, William H. Morrison, Joseph B. Mullin, Joseph K. Parker, Jr., O. W. Perrell, A. B. Plexico, George A. Ploger, Donald G. Price, Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Leland A. Richardson, Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Ernest L. Stoffel, Harry S. Thomas, John G. Truitt, Jr., Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Albert C. Winn, John A. Womeldorf.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

James H. Allen, Jonathan C. Barker, Jesse W. Bledsoe, Linda L. Blessing, Janet B. Briscoe, Robert E. Button, David M. Cameron, Kathryn J. Cameron, Carol F. Chase, Frank M. Dew, James A. Dickens, Christopher F. East, Jonathan H. Freeman, Elijah B. Freeman, Larry W. Freeman, Carter B. Gillespie, J. Randy Hall, Guy W. Hunt, Jr., Alyce M. Kelly, Ann A. Letson, B. Paul Lindsey, Z. Bradford Long, Gail Porter Nelson, Richard R. Osmer, Franklin L. Partridge, III, Phillip J. Pogue, George K. Preston, III, Richard L. Qualls, Leland A. Richardson, Raymond W. Riddleberger, Page Shelton, Jerold D. Shetler, Jerry M. Smith, Paul R. Snell, Stevan A. Snipes, Billy F. Sosebee, Samuel Stevenson, Mark Stewart, John B. Talmage, Glenn C. Thomason, Rockwell P. Ward, Jeff White, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Whitey Boswell, Graham Dail, Hugh Sarvis, Allen Temple Virginia Mott, Asheboro First Alice Shiplet, Bethel Curtis J. Ring, Bethesda (Ruffin) James Y. Blackwell, Bethesda (Statesville) Mary Rose Head, Beulah Elizabeth R. Scott, Boone First Frank Hamilton, Burlington First Lucy Elliott, Helen Ogden, Calvary Margaret S. Marks, Cameron Clayton Chambers, Centre Terry Boyer, Church of the Covenant John Barney, Church of the Cross Elaine R. Buie, Clemmons Willie D. Garvin, Community in Christ Ed Cooke, Concord Dan McKinney, Cooleemee Jean C. Snead, Covenant Ann McKenzie, Crestwood Clarice Hutchins, Danbury Community Jennie L. Hemrick, Dellabrook Annie M. Campbell, Adline Thomas, Dogwood Acres Tom M. Moore, Eden First Bill Foster, Elkin Susan Stewart, Fairmont Colleen Story, Faith Barbara Hood, Fellowship Lea Groves, Forest Hills Venda V. Whitney, Forest Park Linda Huffan, Francisco Octavia Edwards, Franklin Tobias J. Morgan.

G-M

Glenwood Edgar Maca, Grace Rudolph V. Boone, Sr., Mary N. Mitcham, Ella Belle Tillman, Graham Carol A. Brown, Bill Cooke, Greensboro First Richmond G. Bernhardt, Jr., Jacquelyn M. Farlow, Betsy Harrington, Richard Wharton, Robert Williams, Greenwood Wayne Robertson, Guilford Park Craig McGhee, JoAnn Woodcock, Gulf Russell Palmer, Hawfields Bill Covington, High Point First Bill Boyles, Skip Queen, Highland Margaret McIver, Jack Owens, Les Preston, Hills Don Martinat, Hope View Ronnie Smith, John Calvin Hoyt McCachren, Kernersville First Emily Chambers, Korean First Tom Hwang, Lexington First Mac Parrott, Lexington Second Bobbie W. Helmstetler, Lloyd Estella McFadden, Roxie Settle, Vera Williams, Madison Josh Wall, Mebane Brady Goforth, Mebane First Donald L. Tate, Thomas O. Vinson, Memorial Mary Sue Waite, Mocksville First Peggy Wallace, Mooresville First W. Smith Kirk, H. Edward Nelson, Jr., Mount Tabor Tina Cowan, Carolyn Nesbit.

N-Z

New Creation Nell Hedrick, New Salem Jeanne P. Cockrell, Al Leaper, North Wilkesboro Carol Bauguess, Penny Messon, Oak Ridge David Lane, Parkway Betty M. Cline, Cliff Perkins, Fred Ward, Pittsboro Edith C. Wasko, Pleasant Grove Jeannette Watson, Presbytery Vice-Moderator Julius A. Fulmore, Prospect Sam Edmiston, Reidsville First Betty Jones, St. Andrews James Clayton, Becky Wright, St. James Louise F. Cummings, Catherine Rankin, Rosa Yourse, St. Paul (Greensboro) George Farrow, St. Paul (High Point) Thomas Leach, Salisbury First Dellene Gudger, Frank Gudger, Robin Perry, Salisbury Second Larry E. Freeze, Sandy Ridge Cleo Ferguson, Sedgefield Nancy D. Campbell, Shady Side Charles England, Robert Gilchrist, Sr., Shallowford Pat Fletcher, Shiloh (Burlington) Jerry Shannon, Siler City Edna Becker, Smyrna D. L. Tuttle, Sparta Robert R. Sprinkle, Speedwell Betty Citty, Spencer Annie Pozyck, Starmount Denise Booe, Jim Thorn, Statesville First George Caudle, Betty C. Long, Stony Creek Jim Willoughby, Taylorsville Rom Teague, Third Creek Trudy Curlee, Thomasville First Joe Bennett, Joyce Tucker, Thyatira at Mill Bridge Phyllis Patterson, Trinity (Salisbury Andrew Wilson, Trinity (Winston-Salem William Raiford, Unity C. C. Williams, Roger Wilson, Vandalia Robert R. Heck, Wentworth Doc S. Herron, Westminster (Greensboro) Sarah Benson, William Wardlaw, Whispering Pines Becky McMasters, Winston-Salem First Edward P. Carter, Mac Dagenhart, Eleanor Godfrey, Steve Rowell, Yanceyville Virginia Blackwell.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Bethany (Graham), Clio, Cross Roads, Fieldstone, Fifth Creek, Freedom, Immanuel, Mt. Airy First, Mt. Jefferson, Old Providence, Reid Memorial, Shiloh (Statesville), Tabor, Trinity (Elon College).

The following Churches were not represented and did not request an excuse from this meeting of Presbytery:

Baird's Creek, Bethany (Statesville), Bixby, Boonville First, Buffalo, Cleveland, Collinstown, Ebenezer, Edward Webb Memorial, El Bethel, Elmwood, Flat Rock, Glendale Springs, Griers, Jamestown, Joyce, Lansing, Laurel Fork, Little Joe's, Logan, Love Valley, Milton, Mocksville Second, Mt. Vernon, Mt. Vernon Springs, Oakland, Oakview, Old Town, Peak Creek, Piedmont, Pilot Mountain First, Pine Hall, Pine Ridge, Red House, Riverview, Rumple Memorial, Southminster, Springwood, Stoneville, Westminster (Burlington), Yadkinville.

The following Church Educators were enrolled:

Martha Lou Anderson, Cindy Core, Bryan Edwards, Evelyn Edwards, Bonnie Lamberth, Cindy Ruhl.

The following Corresponding Members were present:

The following Administrative Staff were present:

Judy Brock, Brenda Nance, Phyllis Plyler, Esther Preston, Sara Williams.

The following visitors were registered:

Annie Miller Bates, Nellie M. Bescher, Nettie D. Blackwell, Jim Booe, Charles Boyd, Margie Boyd, Janie Nance Brown, James W. Brown, Charles Cameron, Marian Cameron, Margaret C. Carr, Margaret L. Carr, Roy P. Carr, Sallie H. Carr, Ed Cheshire, Buck Cochran, Lenwood Collins, Greta W. Connor, Gay Culler, Lola Culler, Mike Culler, Jack Dyer, Cathy Early, Mary Ferguson, Robert Finley, Martha W. Fleming, Ezra Gilliam, Marion D. Gilliam, Dudley Gilmer, Douglas Hall, Tom Harrell, Don Hart, Kay Hart, Richard Heaggans, Towanda Jackson, Thelma Kirk, Cynthia Kirkman, Claudel Lassiter, Dale LeCount, Albert Lee, Ruth S. Lewis, Jim Lowe, Lorraine Culler Lowry, Helen Macaulay, Cora Massey, Lib McPherson, James Miles, Jane Miller, Ray Mims, Jane Murden, Lara Owensby, Lucille Phifer, Rainey Ratchford, Kavin Rowe, Robert J. Rush, Virgia B. Rush, Otis B. Scott, Stephen W. Scott, Suzanne Shoffner, John Stewart, Cliffrad Strutten, Muriel Ward, Celeste Wilkinson, Betty J. Wilson, Byron Wolfe,

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. Presbytery approved the Docket as proposed (Appendix B, pp. 101-103).

OMNIBUS MOTION

Mack Dagenhart, Moderator of the Council Cluster, presented the Omnibus Motion. Following the opportunity to remove items from the Omnibus Motion, it was approved in a single vote. The recommendations so approved appear in the reports of the persons, clusters, or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by Moderator Russell Ward, Pastor, First Presbyterian Church,. Asheboro. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: The Reverend Marla Cates, New Hope Presbytery and the Reverend John B. Stewart, Jr., South Louisiana Presbytery.

ECUMENICAL VISITOR

The Reverend Russ Ward, host pastor, introduced the Ecumenical Visitor, the Reverend Charles Tyson, minister of the United Methodist Church, who briefly addressed the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate (Summary of Communications, Appendix C, pp. 104-105).

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to Ordain and/or Install Pastors were admitted to record. (Appendix D, pp. 106-107.)

NORTH CAROLINA WOMEN'S PRISON CHAPLAIN

The Reverend Dale Walker, Associate Pastor of the Presbyterian Church of the Cross, introduced the Reverend Marla Cates, Chaplain of the Raleigh Correctional Center for Women, who addressed the Presbytery bout her work and the church's ministry in women's prisons. Ms. Cates introduced other prison staff members and co-workers.

COUNCIL CLUSTER

Mack Dagenhart, Moderator

Your Council has met three times since the last meeting of Presbytery.

Council reports:

1. Council granted to the Bowman Gray Pastoral Counseling Center a list of Salem Presbytery churches in the Triad area.

2. Mike Warren and the Presbytery staff have agreed upon a division of tasks formerly done by John Handley for a period of not more than two months between John Handley's resignation and John Wilkerson's arrival.

3. Council has engaged the Rev. Joseph L Pickard as Hunger Action Consultant, effective February 16, 1998, for a period not to exceed six months, at compensation and expenses for the period not to exceed $6,520.

4. Council approved the following 1999 dates for Presbytery meetings:

   February 6 — July 16 - 17
   April 27 — October 26 -- Burlington First

5. Council will coordinate the opportunity for the Churches of Salem Presbytery to attend the opening worship experience of the General Assembly in Charlotte, June 14, 1998. Council has appointed Joel Long, Communications Function Group Moderator, to attempt to secure persons from each geographical section of the Presbytery to coordinate bus(es) from those sections to transport worship participants.

6. Council has appointed a committee to do a comprehensive study of office equipment needs and to make recommendations to the Council.

7. Council was reminded that the Pentecost Offering will now be the Witness Offering this year. Local Congregations can keep 20% for Youth and Children in the local church. Presbytery can keep 10% for Youth and Children's work.

8. Council Classes were assigned as follows:

1998	1999	2000
Mack Dagenhart	Dale Walker	Margaret Marks
Bill Hylton	Christie Leininger	Bob Matthews
Steve Moss	David Heil	James Mitcham
Charlie Williams	Jean Rodenbough	Fred Ward

9. Council accepted John Handley's offer of $3,000 to purchase the van he had been driving.

10. Council approved presenting the 1999 Budget to the October Meeting of Presbytery for final approval.

11. Council approved the following recommendations of the WWM Cluster:

   Concerning our Partnership in the Democratic Republic of the Congo:

   1. That $20,000 be released to Louisville from Salem Presbytery Pennies For Hunger Funds for our Partnership in the Democratic Republic of Congo. This will conclude our financial commitment to that partnership.

   Concerning our Partnership with Kwahu Presbytery of the Presbyterian Church of Ghana:

   2. That the 1998 budget for the Presbyterian Agricultural Project, Tease, Ghana, in the amount of $40,000 be approved.

   3. That $17,000 be released to Louisville from Salem Presbytery Pennies For Hunger Funds for our Partnership with Kwahu Presbytery in Ghana. With a request to Louisville to release the $23,000 remaining from the 1996/1997 New Hope Monies, a total of $40,000 will be released to meet the Ghana Budget for 1998.

4. That the Memorandum of Understanding between Salem Presbytery and Kwahu Presbytery in Ghana be approved. (Copies are available at Presbytery's Office.)

5. That Salem Presbytery's representatives to Ghana this summer be Bob Kollar (Guilford Park) and Wade Carrigan (Prospect).

12. Council approved the following Interim Executive Presbyter Agreement.

INTERIM EXECUTIVE PRESBYTER AGREEMENT

The following agreement between Salem Presbytery and the Reverend Dr. John A. Wilkerson, Jr. is for the purpose of providing interim executive leadership for the Presbytery for a period of twelve (12) months. Dr. Wilkerson will be designated "Interim Executive Presbyter" effective May 1, 1998.

Dr. Wilkerson shall:

- Be a member of Salem Presbytery
- Serve as Head of Staff and Stated Clerk
- Relate to elected leaders of the Presbytery as staff resource
- Relate to other Executive Presbyters and Synod staff as a colleague, by participating in Synod-wide staff meetings
- Assist the Presbytery as it comes to terms with its recent history
- Facilitate the involvement of leadership within the Presbytery
- Help the Presbytery develop and/or maintain strong relationships with Sessions, Synod, and General Assembly
- Identify issues and concerns pertinent to job description and call of the new Executive Presbyter
- Help the Presbytery prepare for the arrival of the new Executive Presbyter
- Perform other administrative duties as requested by the Council

OBJECTIVES FOR THE INTERIM EXECUTIVE'S WORK:

- Particular Objectives
  - ▸ To facilitate change as needed
  - ▸ To sustain the life of the Presbytery
  - ▸ To implement and clarify, in cooperation with the Council, the new structure design already in place
- Sustaining Objective:
  - ▸ To provide staff leadership in:
    - + General administration
    - + Staff development, support, and coordination
    - + Council
    - + Nominating Committee
    - + Permanent Judicial Commission
    - + Shalom Cluster
    - + Worldwide Ministries Cluster
    - + Personnel Function Group
    - + Goals and Evaluation Function Group
    - + Presbytery Meetings Function Group
    - + Denominational Commitment Function Group

- "Facilitating Change" Objectives:
    - Listening to and caring for congregations
    - Grief work, following a long term ministry
    - Explore leadership and decision making styles
    - Community building to continue strategies for building healthy relationships across geographical, theological, and racial lines
    - Help articulate and implement new identity and vision
    - Assess need for revisions in staffing rationale and personnel policies

During the length of this agreement, Dr. Wilkerson shall be accountable to the Presbytery through the Council and its Personnel Function Group in accordance with the Presbytery's Personnel Policies. At the end of the agreement, the Council and its Personnel Function Group agree to review and evaluate Dr. Wilkerson's work performance.

It is understood that Dr. Wilkerson will provide limited prescribed staff services to the Executive Presbyter Search Committee, but will not be involved in any way with the search or selection of the new Executive Presbyter.

It is understood that Dr. Wilkerson will not be a candidate for the position of Executive Presbyter, and will seek in every way to prepare the way for the coming of the new Executive Presbyter.

This agreement is for a period of twelve (12) months, but may be terminated by the Council upon ninety (90) days written notice, the terms of which are to be in effect until the end of the ninety (90) day notice, unless Dr. Wilkerson secures other full time employment with benefits before the end of the ninety (90) day notice. Likewise, Dr. Wilkerson may terminate the agreement with a ninety (90) day written notice. If the terms of the contract should be completed by both parties, and Dr. Wilkerson is without other employment with benefits, Salem Presbytery shall continue to pay his base salary, housing allowance, pension, medical and dental insurance for up to two months.

This contract with Dr. Wilkerson as the Interim Executive Presbyter will begin May 1, 1998. If necessary and agreeable between both parties, a new contract may be negotiated between Council and Dr. Wilkerson, to begin May 1, 1999.

TERMS OF EMPLOYMENT:

The Interim Executive Presbyter is employed on a full time basis, serving approximately thirteen (13) work units per week. (A work unit is the major part of a morning, afternoon or evening, usually 3 to 4 hours each).

Dr. Wilkerson shall be compensated for his services as follows:

Base Salary (10% designated for furnishings, utilities, appurtenances allowance)	$ 35,270
Housing Allowance	$ 21,000
Pension and Medical (@28%)	$ 15,755
Self Employment Insurance	$ 4,305
Dental Insurance	$ 555
Continuing Education	$ 1,200
Travel	$ 4,500
TOTAL	$ 82,585

The above amounts shall be paid in equal installments each pay period, with the exception of Pension, Medical and Dental Insurance, which shall be paid as billed by the Board of Pensions; and Travel, which shall be handled either by reimbursement or direct payment.

In addition to the above, Salem Presbytery shall provide:

An automobile of at least medium size
Four weeks vacation
Two weeks study leave

Necessary and sufficient time for professional and judicatory obligations (e. g., attendance at Synod and GA meetings, Executive Presbyter and Stated Clerk conferences, annual conference of Interim Ministry Network, Association of Presbyterian Interim Ministry Specialist Council meetings, Presbyterian Interim Ministry Certification Board meetings, Co-leading Interim Pastor Seminar training events).

____________________________, Interim Executive,____________,1998

____________________________, Moderator, Council,____________,1998

____________________________, Mod., Comm. on Ministry__________,1998

13. Robert Rush, Salem's representative to Synod's Council, reported that Council's approval of grants of $2,500 each to the Allen Temple, Beulah, Freedom, and Immanuel through the Synod's Small Church Grant and Loan Program.

14. Council approved a $15,000 grant from Church Redevelopment funds and a $15,000 loan from the General Loan Fund to the Pleasant Grove Presbyterian Church with the understanding that the loan be "silent" for five years, at the end of which time it will be subject to review.

15. Approved four Domestic Hunger Grants in the amount of $5,000 or more:

Davidson County Department of Senior Services	$6,000
PCC Children's Center	$5,000
Prodigals Community	$6,000
Residential Treatment Service	$5,300

Council endorses and recommends to Presbytery:

From the Personnel Function Group:

ACTION:

2. Presbytery approved the following Salary Policy:

The Salem Presbytery support staff will be paid competitively with salaries paid in the Clemmons area, and salary survey information will be reviewed to assure competitive salary levels are maintained. Individual rates will be determined based on relative responsibility and individual performance. Salaries will be reviewed annually; if budget considerations permit, either percentage or flat dollar general increases will be awarded, and provision will be made for individual equity adjustments to recognize special performance or responsibility situations at the recommendation of the Presbytery Executive. General increases and equity adjustments will be reviewed with the Personnel Function Group before implementing.

The Salem Presbytery program staff will be paid competitively with Presbytery positions in this region, and will take into account compensation to church pastors in Salem Presbytery. Salary data will be reviewed periodically to assure that competitive levels are maintained. Individual rates will be determined based on relative responsibility and individual performance. Salaries will be reviewed annually: if budget considerations permit, either percentage or flat dollar increases will be awarded, and provision will be made for individual equity adjustments to recognize special performance or responsibility situations at the recommendation of the Presbytery Executive. All salary increases and equity adjustments will be approved by the Personnel Function Group before referral to Presbytery for approval.

For purposes of this policy, "salary" is intended to signify the combination of salary and any housing allowance paid.

From the Church Growth and Enrichment Cluster:

ACTION:

3 Presbytery approved the applications of the Pleasant Grove Presbyterian Church of Yanceyville for loans and grants as indicated (Appendix E, pp. 108-123). (This application includes a loan and grant from Salem Presbytery.)

(The Pleasant Grove Presbyterian Church of Yanceyville has requested assistance from various sources in building a Fellowship Hall. Total cost will be $127,500. The building will be completed in September, 1998. Pleasant Grove has 67 members.)

To GA	for $26,000 - Incentive Loan for $34,000 - Conventional Loan
To Synod	for $ 2,500 - Grant

From Budget and Finance Function Group

A motion was presented by the Budget and Finance Group "That Presbytery approve classifying some $50,000 left unspent at the end of 1997 as a 1998 Income Line Item. Disposition of any excess funds at the end of 1998 will be considered at the end of 1998." The Presbytery was reminded that in its December 2, 1997, meeting, "Presbytery declared its intention that any net income over and above the budget total, and any unspent funds from the 1997 and 1998 fiscal years be designated first to Campus Ministry (not to exceed $50,000), and then to New Church Development." The Presbytery by vote rejected the motion of the Budget and Finance Function Group, thus allowing the December 1997 action to remain in effect.

GOOD NEWS FROM FREEDOM MINISTRY

The Reverend Dr. Joe Spears and the Reverend Perry Griffin reported progress in this program to develop consistent and active ministries in six African-American congregations of Davie, Rowan, and Iredell Counties.

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE
David Kivett, Moderator

Presbytery proceeded with the examination of Margie M. White Boyd, Stephen W. Scott, and William Michael Shelton.

RECEPTION OF MARGIE M. WHITE BOYD

ACTION:

4. Presbytery approved the committee and floor examination of Margie M. White Boyd in accordance with Book of Order G-11.0402.

   A. The Reverend Margie M. White Boyd was received into Salem Presbytery from the Presbytery of Western North Carolina to accept the call of Guilford Park Presbyterian Church, Greensboro, North Carolina, to serve as Associate Pastor.

   B. Her credo which follows was approved:

I believe that the Divine Nature is manifested in three distinct yet indivisible persons: as Father, Son, and Holy Spirit. This is the expression of the inter-relatedness of God.

God has revealed Godself through creation, through Scripture; and particularly through the person of Jesus Christ, who stated that if one wants to know God, one needs to look only at [to] Christ! Christ is the unfathomable paradox of one who is both fully human and fully divine; the bearer of salvation. The Holy Spirit, defying all definition, acts upon our hearts to teach us, reveal to us, and inspire us to a relationship with Jesus Christ. This eternal One has caused the whole creation to hunger for relationship with God, and has worked in and through creation to accomplish the will of God, always with the purpose of making the presence of God known in the context of relationship.

Humanity, though created in the image of God, was not created equal to God. Humans are finite and limited, God is infinite and without limit! The innate desire of all humanity to be more than human, to be like God, has resulted in a broken relationship; a lack of relationship as God intended. In our freedom, the sin of humanity is the inability to accept ourselves as created by and under the authority of God. In our sin, we have distorted, but not destroyed, the image of God.

In spite of all this, God sees through loving eyes a family connected by a covenant based on relationship. God covenanted with humanity to make a family with the intent that the relationship would last forever. Despite God's efforts, we broke God's heart by the refusal to accept God's loving authority. But mercy found another way - mercy took on a human face. God reached down to us through the self-sacrificing action of the love of Jesus Christ. Through His life, death, and resurrection, God declared reconciliation of humanity to God, and broke the universal hold of sin upon us. This gracious act became the gift of life to all who had been condemned to separation and death, and our adoption as children into God's family.

By God's grace, through Christ, we have become acceptable to God! God's love is unconditional, we neither deserve it or can earn it or strive to maintain it. We can only respond to it in faith. Even as we attempt to live faithfully according to God's Word, we keep in mind that 'we see in a mirror dimly,' and that our hope must lie in the One whom 'we shall see face to face,' and who shall cause us 'to know fully, even as we have been fully known.'

As forgiven people, we covenant with God to further the kingdom on earth in these days and to anticipate the coming kingdom. We do these things as the church, the primary way in which Christ has chosen to be made known in the world. Through the church is embodied the power of love of God, the example of Jesus, and the presence of the Holy Spirit. In the church, we become 'God's family' as we preach, hear the Word, baptize and celebrate the Lord's Supper, as well as pray, share the support of Christian fellowship, and witness to God's redemptive love through ministries of service and reconciliation.

C. Presbytery approved the establishment of an Associate Pastor relationship between Ms. Boyd and the Guilford Park Presbyterian Church effective May 4, 1998; approved the Terms of Call (listed below); and the Call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$29,272.00
Housing Allowance	12,272.00
Automobile Reimbursement	2,000.00
Study Leave Reimbursement	800.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

D. The following Administrative Commission was approved to install the Reverend Margie White Boyd at Guilford Park Presbyterian Church, Greensboro, North Carolina, on June 28, 1998, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
David Sutton	Preside & Propound the Constitutional Questions	Minister
Laura Spangler	Preach the Sermon	Minister
Jeanne Reynolds	Charge the Minister	Minister (Guest)
Russ Ward	Charge the Congregation	Minister
Jane Miller	Lead in Worship	Elder
Rosa Yourse	Lead in Worship	Elder
Ed Cheshire	Prayer of Installation	Elder

RECEPTION OF STEPHEN W. SCOTT

ACTION:

5. Presbytery approved the committee and floor examination of Stephen W. Scott in accordance with Book of Order G-11.0402.

A. The Reverend Stephen W. Scott was received into Salem Presbytery from the Presbytery of Greater Atlanta so that he may accept the call of First Presbyterian Church, Statesville, North Carolina, to serve as Pastor.

B. His credo which follows was approved:

I believe in God, the Creator of the universe and the Maker of us all, the One who made me.

I believe in God, the Redeemer, God become one of us in Jesus Christ, in whom we know the love of God. Jesus experienced the life we live, our joy and suffering, died on the cross for the sin of humanity and for my sin, in my place, and was raised from death by God as a sign that we shall live too. Because of the way God came among us in the life, death, and resurrection of Christ, I believe we can still know God to be present in our pain, in situations of unjust suffering, among the poor, prisoners, the sick, the dying, wherever human beings experience the cross.

I believe in God, the Holy Spirit, who breathes into our nostrils the breath of life, who kindles in us the spark of faith, who makes of us who believe the church and forms the people of God, who fills men and women with power we do not expect so that we may speak the Word of God and act in God's name.

I affirm the church's doctrine of the Trinity and its Reformed interpretation, including the contemporary discovery of inclusive images of God. Enriched by insights from other faith traditions and perspectives, I give privileged place to our tradition's historic understanding of God, whom Jesus addressed as Father.

I believe in the church as the body of Christ in the world. Together we are appointed witnesses to God's love and justice, revealed in the resurrection of Jesus Christ. The church is one, though it has many forms, including the one we know best. I affirm our heritage in the Reformed tradition: worship celebrating God's presence, God's glory, with freedom within order; the cultivation of the life of the mind; ethical reflection seeking to understand the command of God; and service of one another - and others beyond our community - after the example of Jesus.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Scott and the First Presbyterian Church, Statesville, North Carolina, effective April 1, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call

Salary	$42,000.00
Housing Allowance	4,000.00
Automobile Expense Reimbursement	5,000.00
Professional Expense Reimbursement	1,000.00
Education/Book Reimbursement	250.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

D. The following Administrative Commission be approved to install the Reverend Stephen W. Scott at First Presbyterian Church, Statesville, North Carolina, on May 17, 1998, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
James Newsome	Preach the Sermon	Minister (Guest)
Sally Warren	Charge the Minister	Elder
Costi Kutteh	Charge the Congregation	Elder
Elizabeth Scott	Lead in Worship	Elder
Judith Fulp-Eickstaedt	Prayer of Installation	Minister

E. Mr. Scott was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM MICHAEL SHELTON

ACTION:

6. Presbytery approved the committee and floor examination of William Michael Shelton in accordance with Book of Order G-11.0402.

   A. The Reverend William Michael Shelton was received into Salem Presbytery from the Presbytery of Eastern Virginia to accept the call of the Starmount Presbyterian Church, Greensboro, North Carolina, to serve as Pastor.

   B. His credo which follows was approved:

When Karl Barth was asked to condense the volumes of his theological writings, and summarize what he believed, he replied in effect, "Jesus loves me this I know, for the Bible tells me so." In many ways, my Call to the Ministry followed God's first calling me to be a Christian in my youth. From the hour I first believed, I have been lost in the1 praise of Christ, and continually saved by His Grace, I remain His Disciple. I no longer live for anything and everything, but for Him. With the Pioneer and Perfecter of my faith ever before me, there's no turning back, looking around, slowing down, backing away, letting up or shutting up. Until He comes again or calls me home, you can find me filling, not killing time so that one day I may be privileged to hear the only commendation I ever desire: "Well Done, Thy Good and Faithful Servant."

I am thoroughly Presbyterian, tried and true, fully conversant with what we hold as the "Essentials" of our Reformed Heritage: God's utter and complete Sovereignty, that God alone is "Lord of the Conscience," the Creator of all that lives and moves; and though we, in our incessant straying from God and His Goodness, do not know what the future holds, we yet remain calm and confident about who holds the future. I affirm the mystery, and yet profound beauty, of the Holy Spirit's Influence - God in the Present Tense - who makes the Scriptures come alive, and the Sacraments of Holy Communion and Baptism more than childish games or wishful thinking. Though our world sees the Presbyterian Church in turmoil, by "schisms rent asunder, and by heresies distressed," I take comfort in our historic Book of Confessions. We who bear the name, "Reformed" live in the constant tension of always "being Reformed", and we somehow manage to rise from the ashes of dispute a stronger, more unified Community of Faith.

Finally, I am a Pastor, fully convinced and committed to serving Christ by building up His Kingdom one Church at a time, one Christian at a time. When John Calvin coined the phrase, "the Church is always one generation away from extinction," maybe he had us in mind. What with the declining membership base, and shrinking budgets, we Presbyterians face urgent times. True to our heritage, we won't scare or con the next generation into making a commitment to Jesus Christ, but seek, with humility and compassion, to share the story of our faith as one beggar telling another where he or she found bread. I honor our Presbyterian polity of sharing authority, vesting both Pastors and Elders with equal power, to serve as fellow servants of the One whose sandals we are all unworthy to loosen. I intend to be a faithful Presbyterian, upholding my ordination vow to participate in the Church wherever I am most needed.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Shelton and the Starmount Presbyterian Church, Greensboro, North Carolina, effective June 14, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$31,678.00
Housing Allowance	23,000.00
*Professional Reimbursement	4,100.00
Board of Pensions	14,222.00
Moving Costs	PROVIDED
Dental Insurance	1,003.00

Four weeks vacation Two weeks study leave

*Includes Automobile Expense Reimbursement, Education/Book Reimbursement and Study Leave Reimbursement.

D. The following Administrative Commission was approved to install the Reverend William Michael Shelton at Starmount Presbyterian Church, Greensboro, North Carolina, on June 28, 1998, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Ann Jahnes	Preside & Propound the Constitutional Questions	Minister
James Banbury	Preach the Sermon	Minister
Erich Thompson	Charge the Minister	Minister
Lenwood Collins	Charge the Congregation	Elder
Cynthia Kirkman	Lead in Worship	Elder
Monie Plueger	Prayer of Installation	Elder
Julius Fulmore	Lead in Worship	Elder

E. Mr. Shelton was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Hervie Martin/Jim Rissmiller, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

TEMPORARY PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Shallowford Presbyterian Church, Lewisville, North Carolina, in securing the Reverend Donald Mimbs, as Temporary Supply for a four-month period beginning April 15, 1998.

2. Concurred with the action of the Session of Milton Presbyterian Church, Milton, North Carolina, in securing the Reverend Elizabeth Severence, a member of New Hope Presbytery, as Temporary Supply Pastor for one year.

CONGREGATIONAL ELECTION OF OFFICERS

3. The Bethel Presbyterian Church, McLeansville, North Carolina, informed the Committee On MInistry that the congregation voted to be exempt from the requirement for election of officers according to G-14.0202a.(2). Their action was taken March 22, 1998 after consultation with the Committee On Ministry.

INTERIM PASTOR RELATIONSHIPS

4. Concurred with the action of the Session of Clemmons Presbyterian Church, Clemmons, North Carolina, in securing the Reverend Thomas B. Bagnal, Jr.. as Interim Pastor for a six-month period beginning April 1, 1998.

5. Concurred with the action of the Session of Buffalo Presbyterian Church, Greensboro, North Carolina, in securing the Reverend Max E. Deal as Interim Pastor beginning April 19, 1998 through August 31, 1998.

6. Concurred with the action of Presbytery Council in securing the Reverend John Wilkerson as Interim Executive Presbyter for one year beginning May 1, 1998.

TRIENNIAL VISITATIONS FOR 1997 AND 1998

7. There have been additional Triennial Visitations for 1997 as well as Triennial Visitations for 1998 (Appendix F, pp. 124-125).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

1. The Reverend James Brown (a member of New Hope Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for an eight-month period while serving as Stated Supply at Mebane First Presbyterian Church, Mebane, North Carolina, beginning April 1, 1998.

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

2. The Reverend Thomas Lane was granted permission to labor outside the bounds of Salem Presbytery and administer the Lord's Supper while at Ghost Ranch, New Mexico through November 1998.

3. The Reverend William E. Christian was granted permission to labor outside the bounds of Salem Presbytery to serve as Interim Pastor Northminster Presbyterian Church, Hickory, North Carolina, for a one-year period beginning April 16, 1998.

4. The Reverend O. Leighton Culler was granted permission to labor outside the bounds of Salem Presbytery to serve as Interim Pastor of the First Presbyterian Church, Johnson City, Tennessee for a one-year period beginning April 10, 1998.

DISSOLUTION OF RELATIONSHIPS

5. Dissolved the pastoral relationship between the Reverend Wyatt Aiken, Jr. and the Mebane Presbyterian Church, Mebane, North Carolina, effective May 31, 1998.

6. Dissolved the pastoral relationship between the Reverend E. Thomas Miller and the Forest Park Presbyterian Church, Statesville, North Carolina, effective April 30, 1998.

MINISTERS TRANSFERRING TO ANOTHER PRESBYTERY

7. The Reverend John McNeel Handley was transferred from Salem Presbytery to St. Augustine Presbytery to serve as Interim Executive Presbyter for a one-year period beginning May 1, 1998.

8. The Reverend E. Thomas Miller was transferred to New Harmony Presbytery to serve as Interim Pastor of the John Calvin Presbyterian Church, Florence, South Carolina.

9. The Reverend William Chappell was transferred to New Hope Presbytery effective February 21, 1998.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

ACTIONS:

MODERATORS OF SESSION

7. The Reverend Max E. Deal was appointed Moderator of Session for the Buffalo Presbyterian Church,Greensboro, North Carolina.

8. The Reverend James Brown was appointed Moderator of Session for the First Presbyterian Church, Mebane, North Carolina.

9. The Reverend Jamie B. Pharr was appointed Moderator of Session for the Forest Park Presbyterian Church, Statesville, North Carolina.

STATED SUPPLY RELATIONSHIPS

10. The Reverend Marie Reed was renewed as Stated Supply at the Yanceyville Presbyterian Church, Yanceyville, North Carolina, from February 1, 1998 to January 31, 1999.

11. The Reverend James Mitcham was renewed as Stated Supply at the Shady Side Presbyterian Church, Lexington, North Carolina, from January 1, 1998 to December 31, 1998.

12. The Reverend James Brown, a member of New Hope Presbytery, was appointed as Stated Supply for a nine-month period at the Mebane First Presbyterian Church, Mebane, North Carolina, from April 1, 1998 to December 31, 1998.

13. The Reverend Dwight Barker was appointed as Stated Supply at the Lansing Presbyterian Church, Lansing, North Carolina, for a one-year period beginning April 2, 1998.

COMMISSIONED LAY PASTORS

14. Mr. Joseph T. Brown, CLP, was assigned the Commissioned Lay Pastor at the Dogwood Acres Presbyterian Church, Asheboro, North Carolina for a one-year period beginning February 15, 1998.

HONORABLE RETIREMENT

15. Presbytery concurred with the request of the Reverend Wyatt Aiken to be honorably retired effective June 1, 1998, and a retirement service be held at the meeting of Presbytery on July 18, 1998.

16. Presbytery concurred with the request of the Reverend Paul Lindsay to be honorably retired effective February 1, 1998, and a retirement service be held at the meeting of Presbytery on July 18, 1998.

17. Presbytery concurred with the request of the Reverend James H. Allen to be honorably retired effective June 30, 1998, and a retirement service be held at the meeting of Presbytery on July 18, 1998.

18. Presbytery concurred with the request of the Reverend James K. Wilson to be honorably retired effective June 30, 1998, and a retirement service to be held at the meeting of Presbytery on July 18, 1998.

CHANGES IN TERMS OF CALL

19. The attached 1998 Terms of Call provided to Presbytery were approved as the record of Salem Presbytery (Appendix G, pp. 126-138).

COMMITTEE ON PREPARATION FOR MINISTRY

Maggi Henderson/Dennis Sebesan Co-Moderators

The Committee on Preparation for Ministry met and received the following persons as Inquirers on the following dates:

Buck Cochran (Presbyterian Church of the Covenant)	November 11, 1997
John Cook (First Presbyterian Church, Salisbury)	November 11, 1997
Lynn Kunkle (Forest Park, Statesville)	February 28, 1998
Hunter Camp (Mt. Jefferson)	February 28, 1998

ACTIONS:

20. Presbytery examined Mr. Kavin Rowe for candidacy. Upon successful completion of his examination, he was received as a candidate following affirmative answers to the constitutional questions proposed by the moderator (G-14.0305f).

21. Presbytery examined Mr. Raymond Mims, Jr. for candidacy. Upon successful completion of his examination, he was received as a candidate following affirmative answers to the constitutional questions proposed by the moderator (G-14.0305f).

22. Presbytery approved the following process by which a candidate who has failed one or more ordination exams twice would be examined (G-14.0313b). The process will be submitted to the Synod of Mid-Atlantic for its approval during its July 9-12, 1998 meeting.

The process for recommending an exception will be as follows:

1. The CPM will determine the cause of failure to pass the examinations or the reasons for requesting an exemption to the requirements of G-14.0310b(4).
2. If the CPM decides to recommend an exception, it will design an alternate means for demonstrating competency in the area(s) of failure.
3. The CPM will present the individual and alternate means to Salem Presbytery for approval by 3/4 majority.
4. The CPM and/or its designees will monitor and evaluate the individual's progress.
5. Upon completion of the alternate means, the CPM and/or its designees will certify the individual ready for examination pending a call.

WORLDWIDE MINISTRIES CLUSTER

Bob Kollar, Moderator

The report of the Worldwide Ministries Cluster was made by the Reverend Philip Beck; who also led the prayers of thanksgiving for the Pennies for Hunger and Two-Cents-A-Meal offering, the prayers of intercession for Freedom Ministries and Presbytery's 1998 mission trips to Mexico, and thanksgivings and intercessories requested by members of Presbytery.

REPORT ON ROCKINGHAM COUNTY TORNADO RECOVERY

The report was made by the Reverend Molly Morgan who praised the work of government and voluntary agencies, including Presbyterian and Baptist, as well as many individual volunteers. She called attention to the fact that $10,000 from "One Great Hour of Sharing" funds is being allocated to this effort; and to the formation of Rockingham County Interfaith Disaster Response for long term recovery.

GOOD NEWS FROM ROCKINGHAM COUNTY YOUTH CLUB

Wayne Robertson told of the formation of this multiple-church youth ministry, enabling five small Presbyterian congregations to unite in a strong cooperative program for teens.

CELEBRATION OF HONORABLE RETIREMENTS

Presbytery joined in a time of celebration for the honorable retirement of the Reverend O. Leighton Culler and the Reverend Patricia F. Stewart. Mr. Michael Culler and Ms. Cynthia Kirkman spoke of Mr. Culler's life and contributions to the Church, and the Reverend Gene Rodenbough spoke on behalf of Ms. Stewart. Mike Warren, Acting Head of Presbytery Staff, presented each with a framed Certificate of Honorable Retirement. The Reverend John B. Stewart, Jr. closed the service with prayer.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:30 p.m.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:30 p.m. and The Reverend Philip Beck led the prayers of Thanksgiving and Intercession and the dedication of the Two-Cents-A-Meal/Pennies for Hunger Offering.

SYNOD GATHERING

Elder Tom Harrell made announcements regarding the upcoming Synod Gathering on July 9-11, 1998, in Greensboro, North Carolina.

SHALOM CLUSTER

The Reverend Dale Walker called attention of the Presbytery to the Presbyterian Peacemaking Conference (July 15-19) and the Presbyterians for Restoring Creation Conference (August 8-12), and scholarship funds available for both.

NOMINATING COMMITTEE

In response to questions at the February 7, 1998, meeting of Salem Presbytery regarding the nomination of General Assembly Commissioners, the Policy approved at the October 25, 1995, Meeting is included here for your information.

Salem Presbytery
Policy For The Nominating of General Assembly Commissioners

I. Procedures

A. At the First Stated Meeting of Salem Presbytery each year, the Nominating Committee will nominate a slate of Alternate General Assembly Clergy and Elder Commissioners and Youth Advisory Delegate (as appropriate) to the General Assembly. The Nominating Committee will be guided by the Book of Order G-4.0403 ("The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the Church.") and this policy in making nominations. Special attention will be given to inclusiveness in Salem's representation.

B. Any Alternate Commissioners not needed to insure full representation at the upcoming General Assembly Meeting will become Principal Commissioners for the following Meeting with the recommendation of the Nominating Committee.

C. After the Nominating Committee has made nominations, the floor will be open for additional nominations. Anyone making a nomination from the floor should receive permission from the person they wish to nominate, and prior to making the nomination, have available a data sheet (described in I.D. below).

D. Persons willing to serve as Commissioners to a General Assembly meeting must complete a Commissioner Data Sheet. It shall include at least the following: Name, address, and phone data; age/sex/race date; record of service to the church with dates (including membership, ordination, participation on committees, attendance at meetings of Presbytery, Synod, and the General Assembly); and statement of willingness to participate fully in training, preparation, attendance, and reporting phases of the commissioner responsibilities.

E. Elders selected by the Nominating Committee as candidates for nomination as Commissioner to the General Assembly will be interviewed by a task force of the Nominating Committee who will make their recommendations to the full Committee.

F. About Elder Alternates

1. Elder Alternates will become principal commissioners the next year with the recommendation of the Nominating Committee.

2. Elder Alternates will be required to receive training prior to participating as a Commissioner to the General Assembly.

3. Elder Alternate replacements will be elected by the Presbytery as vacancies occur. The Nominating Committee will make recommendations to fill any vacancies.

IV. Nomination of Youth Advisory Delegates

A. All sessions in the Presbytery will be asked to submit names of youth with YAD Data Sheet, to the Nominating Committee for consideration of that youth as a Youth Advisory Delegate.

B. Youth will be selected with primary consideration of their service to the local church, Presbytery, Synod, and General Assembly. The Nominating Committee will seek the advice of the Presbytery committee responsible for youth ministry.

C. YADs selected by the Nominating Committee as candidates for nomination will be interviewed by a task force of the Nominating Committee who will make their recommendations to the full Committee.

D. About Youth Advisory Delegate Alternates

1. YAD Alternate will become principal Youth Advisory Delegate the next year with the recommendation of the Nominating Committee.
2. YAD Alternate will be required to receive training prior to participating as a Youth Advisory Delegate to the General Assembly.
3. YAD Alternate replacements will be elected by the Presbytery as vacancies occur. The Nominating Committee will make recommendations to fill any vacancies.

* *

At the February 7, 1998, meeting of Salem Presbytery the Nominating Committee recommended the deletion of Paragraph I. Procedures, item D. which reads as follows:

I. Procedures

D. Persons willing to serve as Commissioners to a General Assembly meeting must complete a Commissioner Data Sheet. It shall include at least the following: Name, address, and phone data; age/sex/race date; record of service to the church with dates (including membership, ordination, participation on committees, attendance at meetings of Presbytery, Synod, and the General Assembly); and statement of willingness to participate fully in training, preparation, attendance, and reporting phases of the commissioner responsibilities.

The Presbytery took the following action on February 7:

ACTION:

23. Salem Presbytery postponed action until the next meeting of Presbytery with the understanding that the current Policy will be made available before the April Meeting.

At its meeting on March 28, 1998, the Nominating Committee reviewed its previous recommendation and now recommends that Salem Presbytery take the following action:

ACTION:

24. Salem Presbytery amended Paragraph I. Procedures, item D. of the Policy For The Nomination of General Assembly Commissioners as follows:

I. Procedures

D. Persons willing to serve as Commissioners to a General Assembly meeting ***will be asked to*** complete a Commissioner Data Sheet. It shall include at least the following: Name, address, and phone data; age/sex/race data; record of service to the church with dates (including membership, ordination, participation on committees, attendance at meetings of Presbytery, Synod, and the General Assembly); and statement of willingness to participate fully in the training, participation, attendance, and reporting phases of the commissioner responsibilities."

ACTION:

25. Salem Presbytery elected the following persons to fill vacancies in Presbytery's structure as follows:

CHURCH GROWTH & ENRICHMENT CLUSTER

Class of 1998
Mr. Albert E. Lee (Greensboro First)

COMMITTEE ON REPRESENTATION

Moderator: Rev. James Dickens

Class of 1999:
Rev. James Dickens (Logan)

COUNCIL CLUSTER

Church Growth & Enrichment Lisison
Rev. Kurt Johnston (Shiloh, Burlington)

EDUCATIONAL MINISTRIES CLUSTER

Class of 1999
Rev. Tom Brown (Greensboro First)
Rev. Aaron Fulp-Eickstaedt (Concord)

MINISTRY CLUSTER

Examinations Committee

Class of 2000
Ms. Jennie Hemrick (Danbury Community)

SHALOM CLUSTER

Moderator: Rev. David Sutton (Guilford Park)

Class of 1998
Rev. David Sutton (Guilford Park)

WORLDWIDE MINISTRIES CLUSTER

Class of 1999
Ms. Helen Warren (Parkway)

ACTIONS:

26. Salem Presbytery elected the following persons to be Commissioners to the Synod Gathering, July 9-12, 1998, in Greensboro, North Carolina.

Ministers

Rev. Erica Durham (Hills/Pine Ridge)
Rev. Robert O. Freeman (Retired)
Rev. Perry Griffin (Mt. Vernon/Mocksville Second)
Rev. Ann Jahnes (Campus Minister, UNC-G)

Elders

Mr. Rudolph Boone (Grace)
Ms. Sandra Mickler (Winston-Salem First)
Ms. Elizabeth Scott (Beulah)
Mr. Perry Snipes (N. Wilkesboro)

Youth Advisory Delegate

Miss Ashley Trexler (Forest Hills)

GOOD NEWS FROM ASHEBORO FIRST

The host pastor, the Reverend Russell Ward, told of the new program of church growth and evangelism at Asheboro First. "Invite them to come" is seen as the key to church growth. A "door-step visit" on Sunday afternoon is also vital.

GOALS & EVALUATION FUNCTION GROUP

Lib McPherson, Moderator

Lib McPherson, Moderator of Goals & Evaluation Function Group reviewed the reorganization of Salem Presbytery over the past three years, and urged members (1) to continue to make suggestions, and (2) to suggest names of persons to serve on Presbytery work groups.

October 1995 **Vision and Mission Statement adopted**

Six primary areas designated for focus of work:

4. To live out the connectional nature of the church in partnership with Sessions, Synod, and General Assembly and in cooperation with other denominations
5. To nurture congregations to fulfill their mission
6. To provide support to developing/redeveloping churches
7. To care for church professionals
8. To initiate a regional witness faithful to the ministry of Jesus Christ
9. To participate in the worldwide mission of the church

April 1996 **New Organizational Plan adopted**
In the new plan Clusters elected by Presbytery were assigned areas of responsibility for planning and implementing effective and innovative ways of fulfilling our mission depending on the prompting and power of the Spirit as a key ingredient in determining the best plans for organizing to fulfill their mission.

Task groups requested by clusters and appointed by Council were expected to provide the additional "manpower" needed to accomplish the action plan for each cluster. Task groups would be appointed for specific tasks to be completed within specific time frames.

Salem's evangelism priority was expected to become an integral part of each cluster's plan.

Mission Clusters established were (1) Church Growth & Enrichment, (2) Educational Ministries, (3) Shalom, and (4) Worldwide Ministries.

Book of Order **mandated areas include (1) Ministry Cluster which was already using clusters in the Committee on Ministry work (Committee on Ministry, Examinations Committee, and Committee on Preparation for Ministry), (2) Nominating Committee, (3) Committee on Representation, and (4) Permanent Judicial Commission which continue in the existing format.**

The Council Cluster with responsibility for planning, coordinating, resourcing, and evaluating the action plan of Presbytery and also for strengthening denominational commitment was organized with **6 function groups** to facilitate their work. Council membership of **24 members** includes the moderator, vice-moderator, and secretary of Council, 5 cluster liaisons, 6 function group moderators, the moderators of Salem's Black Caucus, Presbyterian Women and Presbyterian Men, and the current, incoming, and immediate past moderator of Presbytery and three ex-officio members (Moderator of Nominating Committee, Permanent Judicial Commission, and Committee on Representation).

Three member **Cluster Leadership Teams** composed of **the Cluster Moderator** and **Council Liaison** (elected by Presbytery) and **a staff advisor** (designated by the Presbytery Executive) with specified administrative purposes for each member were established to manage the cluster activities.

MAY-SEPTEMBER 1996 PLANNING FOR IMPLEMENTATION
Task groups designed action plans for each cluster's work.

October 1996 SALEM'S MISSION CLUSTER ACTION PLAN ADOPTED
The action plan included emphasis on Salem's priority commitment to Evangelism, the establishment of inter-cluster groups for maintaining contact with congregations, continuing education for cluster members, and the development of a master calendar for dissemination.

1998 A YEAR OF IMPLEMENTATION
Every cluster has much to celebrate. Every cluster has some frustrations and unfinished tasks. Every cluster has made some recommendations for fine tuning.

In October we shared an overview of the Mission Clusters' progress to date. Since October Cluster Leadership Teams and the Goals and Evaluation Function Group have worked together to address areas of concern about implementation of the plan.

Critical issues impacting the effectiveness of our structure and our action plan have been identified. The importance of each issue in relationship to our work was ranked using the Pareto rule (i.e. addressing the top 20% of the issues will solve 80% of the needed change).

The top issues identified were in this order:

1. The impact of the size of Presbytery on the effectiveness of our work including not only the geographical dimensions but what this says about how we organize ourselves most effectively and what changes we need to make in our traditional thinking about our work.
2. Procedures for staffing and implementing task group work.
3. The role of the Nominating Committee in staffing clusters and task groups.
4. The size of our vision: Is it too large? Do we need to set priorities more diligently?

Issues 1 and 4 will be addressed in the self-study led by our Interim Executive in the coming months. Goals and Evaluation will be a resource in this process.

Issues 2 and 3 are being addressed in several ways.
Council has approved minor changes in the process for clarification.

Goals and Evaluation will have a joint meeting with the Nominating Committee shortly to work through these issues.

Cluster Leadership Teams will continue to identify needed task groups, to define their roles, and recommend potential members.

YOUR HELP NEEDED!! A major need identified in these two issues is the need for an intentional effort to create a large representative pool of leaders available for service on clusters and task groups. Currently, approximately 300 people are needed in order to staff all clusters and task groups. This is only 1% of the 36,348 members of the congregations in our Presbytery. Every church in Salem Presbytery should have at least one member serving on a cluster or task group.

There is a form included here for recommendations.
Recommend yourself or someone from your church for service. Just give us the name, phone number, and/or address and a suggestion for areas this person might most effectively serve. The Nominating Committee will make the contact.

REPORT OF THE STATED CLERK

The written report of the Stated Clerk was received by Presbytery as information.

SALEM PRESBYTERY ANNUAL STATISTICAL REPORTS FROM MEMBER CHURCHES
Year Ending December 31, 1997

132 churches reported statistical information for the year ending December 31, 1997.

The following churches made no report:

Baird's Creek
Bethesda (Ruffin)
Cleveland
Crestwood
****Dellabrook
*Ebenezer
Elkin
****Glenwood
Logan
Mocksville Second
Mt. Vernon
*Oakview
**Peak Creek
Piedmont
**Pine Hall
*Red House
Reid Memorial
****Reidsville First
***Southminster
Springwood
Westminster (Burlington)

* No report for 1993, 1994, 1995, 1996, and 1997
** No report for 1994, 1995, 1996, and 1997
*** No report for 1995, 1996, and 1997
**** No report for 1996 and 1997

MEMBERSHIP

Active Members **36,348**

Gains	
Professions of Faith	
17 & Under	375
18 & Over	518
Certificate	903
Other	122
Total Gains	1,918

Losses	
Certificate	670
Death	428
Other	966
Total Losses	2,064

NET LOSSES 146

Baptisms	
Infant	409
Adult	98

FINANCES

Receipts		
Contributions	$22,268,153	
Capital & Building funds	6,321,381	
Investments Income	1,694,792	
Bequests	850,444	
Other Income	1,945,027	
Subsidy	283,688	
Bicentennial	2,308	
Total Receipts		$30,568,767

These figures represent the total receipts and expenditures of the 132 (of 154) congregations who reported to Salem Presbytery for 1997.

Expenditures		
Local Program	$19,913,219	
Local Mission	1,485,219	
Capital Expenditures	8,037,727	
Investments	1,026,401	
Validated Mission	2,010,760	
Theological Education	51,676	
Other Mission	782,876	
Bicentennial Disb.	18,590	
Total Expenditures		$33,326,468

Bethel Church has "consulted" regarding their annual vote concerning officer election procedures. Their March 22, 1998, congregational action will be reported in July.

Sessional Records Review

1996 Records changed from Approved, Pending to Approved:

Pine Ridge

By common consent, the Presbytery commended the congregation, Session, and Pastor of First Presbyterian Church, Asheboro, for its gracious and efficient hospitality to the Presbytery for this meeting.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Eighth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Russ Ward at 2:50 p.m. The next Stated Meeting will be held on Saturday, July 18, 1998, in Siler City to be hosted by the Chatham County churches: Gulf, Mt. Vernon Springs, Pittsboro, and Siler City.

Attested:
John A. Wilkerson, Jr.
John A. Wilkerson, Jr.
Interim Stated Clerk

APPENDIX A

SALEM PRESBYTERY
NECROLOGY 1997

Alamance		
Mitchell Causey	Elder	February 17, 1997
Bethel		
Randal Latta Dunn	Elder	April 11, 1997
Bethesda (Statesville)		
Roy S. McNeely	Elder	April 30, 1997
Carl L. Cook	Elder	September 25, 1997
Burlington First		
Bill Lasley	Elder	January 5, 1997
Bill Watts	Elder	January 10, 1997
Eleanor Moffett	Elder	July 21, 1997
Calvary		
Mattie Freeman	Elder	September 14, 1997
Cameron		
Thelma Mills	Elder	March 8, 1997
Clemmons		
Gayle Priester	Elder	April 27, 1997
Seymour McMillan	Elder	May 13, 1997
T. V. Sparrow	Elder	October 28, 1997
Collinstown		
Jackie Overby	Elder	September 15, 5997
Covenant		
Robert Hundley	Elder	March 5, 1997
Cross Roads		
Patty G. Wall	Elder	June 4, 1997
Eden First		
Lavender Cheek	Elder	February 2, 1997
Elmwood		
H. H. Culler	Minister	January 13, 1997
Faith		
Robert M. Lutz	Elder	September 22, 1997
Forest Park		
John Marlin	Elder	July 22, 1997
Grace		
Norman King	Elder	December 12, 1997

Graham		
E. Caldwell Black	Elder	May 2, 1997
Greensboro First		
Martha H. Henson	Elder	February 20, 1997
C. Harry Phillips	Elder	February 28, 1997
G. Neil Daniels	Elder	March 11, 1997
Elaine B. McCoy	Elder	May 25, 1997
John A. Redhead, Jr.	Minister	December 17, 1997
Griers		
Mary Warren	Elder	March 20, 1997
Guilford Park		
Marg White	Elder	January 27, 1997
High Point First		
Harry A. Alexander	Elder	June 2, 1997
Highland		
William Moser	Elder	January 1997
Paul Ritchie	Elder	April 30, 1997
Louise Denham	Elder	October 1997
Edith Sprinkle Helsabeck	Elder	November 2, 1997
Kernersville First		
W. Glenn Crozier	Elder	April 7, 1997
Ralph Tysor	Elder	May 11, 1997
Mebane First		
Clyde Higgin	Elder	April 13, 1997
Mocksville First		
Cecil Morris	Elder	October 27, 1997
Frank Smith	Elder	December 9, 1997
Oakland		
H. H. Culler	Minister	January 13, 1997
Salisbury First		
Ragland Kirchin	Elder	January 17, 1997
J. William Wilson	Elder	April 16, 1997
Sedgefield		
Albert Frank Perry	Elder	July 20, 1997
Speedwell		
Leonard Booker	Elder	June 11, 1997
St. James		
John Erwin	Elder	November 23, 1997
St. Paul (Greensboro)		
James Gibson	Elder	November 8, 1997

Trinity (Salisbury)		
Martha Gillespie	Elder	March 25, 1997
Gladys C. Winston	Elder	September 28, 1997
Vandalia		
Donal Mitchell	Elder	November 28, 1997
Westminster (Greensboro)		
Richard J. Overton, Jr.	Elder	March 2, 1997

APPENDIX B

SALEM PRESBYTERY
THIRTY-EIGHTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
ASHEBORO, NORTH CAROLINA

DOCKET

April 21, 1998

VISION

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit, we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

Name Tag Color Code

Elder Commissioners	yellow dot
Ministers	green dot
Church Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**

Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		REGISTRATION	
***9:00**		**CALL TO ORDER**	*Moderator Russ Ward*
	(1.1)	WORSHIP/COMMUNION	
		Preacher: The Reverend Patricia F. Stewart	
		North Carolina Women's Prison Choir	
		Reading of Necrology	*Francis Rivers Meza*
10:00		ORGANIZATION OF PRESBYTERY	*Moderator Russ Ward*
		Quorum	*Mike Warren*
	(2.1)	Docket	*Mack Dagenhart*
	(3.1)	Omnibus Motion	*Mack Dagenhart*
		Welcome	

		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	
		Ecumenical Visitor	
		The Reverend Charles Tyson, United Methodist Church	
	(4.1)	Communications	*Mike Warren*
10:15		CHAPLAIN OF NORTH CAROLINA WOMEN'S PRISON	
10:25	**(5.1)**	COUNCIL CLUSTER	*Mack Dagenhart*
		Personnel Function Group	*Bob Finley*
		Denominational Commitment Function Group	*Doug Aitken*
10:50		GOOD NEWS FROM FREEDOM MINISTRY	*Joe Spears*
10:55		MINISTRY CLUSTER	
	(6.1)	EXAMINATIONS COMMITTEE	*David Kivett*
	(7.1)	COMMITTEE ON MINISTRY	*Hervey Martin*
	(8.1)	PREPARATION FOR MINISTRY	*James Mitcham*
11:55		WORLDWIDE MINISTRIES CLUSTER	
		Prayer for Work Camps	
	(9.1)	1998 Mission Awards	
12:00		REPORT ON SALEM'S INVOLVEMENT IN ROCKINGHAM COUNTY RECOVERY	
12:05		GOOD NEWS FROM ROCKINGHAM COUNTY YOUTH CLUB	*Wayne Robertson*
***12:10**	**(10.1)**	**CELEBRATION OF HONORABLE RETIREMENTS**	*Mike Warren*
		The Reverend O. Leighton Culler	
		The Reverend Patricia F. Stewart	
***12:30**		**LUNCH**	
1:30		PRAYERS OF THANKSGIVING/INTERCESSION	
		DEDICATION OF 2-CENTS/PENNIES	
1:35		SYNOD GATHERING	*John Hamil*
1:40		SHALOM CLUSTER	
	(11.1)	Presbyterian Peacemaking Conference	
1:55	**(12.1)**	NOMINATING COMMITTEE	*Ruth Lenger*
2:20		GOOD NEWS FROM ASHEBORO FIRST	
2:25	**(13.1)**	GOALS & EVALUATION FUNCTION GROUP	*Lib McPherson*
2:50		ADJOURNMENT AND BENEDICTION	*Moderator Russ Ward*

Other Reports:

(14.1) Stated Clerk's Report

For Information:

(15.1) Evangelism Seminar
(16.1) Pentecost Offering
(17.1) Mission Yearbook Order Form
(18.1) Churches Currently Seeking Ministers
(19.1) New Church Development
(20.1) Grandfather Home
Presbytery Evaluation Form (Yellow Sheet)

APPENDIX C

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
April 21, 1998

A. Support information on minister changes:

1. From other presbyteries

   - Margie M. White Boyd - Assoc. Pastor, Guilford Park - from Presbytery of Western North Carolina
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal

   - Stephen W. Scott - Pastor, Statesville First - from Presbytery of Greater Atlanta
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal (pending)

   - William Michael Shelton - Pastor, Starmount - from Presbytery of Eastern Virginia
     - Call Forms
     - Installation Commission
     - Certificate of Dismissal (pending)

2. To other presbyteries

   - William Henry Chappell - to Presbytery of New Hope
   - John M. Handley - to Presbytery of St. Augustine
   - E. Thomas Miller - to Presbytery of New Harmony

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Thomas Agnus Brown, Assoc. Pastor, Greensboro First
2. S. David Carriker, Pastor, Third Creek
3. William Marvin Lindsay, III, Pastor, John Calvin

Reference: Committee on Ministry

C. Request from Dogwood Acres Presbyterian Church for Joseph Thomas Brown, CLP, to serve as Temporary Supply Pastor.

Reference: Committee on Ministry

D. Letter from Bethel Presbyterian Church reporting a congregational meeting on March 22, 1998, for a vote to be taken to exempt Bethel from the Elder election requirements of Book of Order G-14.0202 (2).

Reference: Committee on Ministry

E. Reports of enrollment of Candidates

1. Raymond Mims, Jr.
2. Kavin Rowe

Reference: Committee on Preparation for Ministry

F. Request for change in terms of call from the Mission Support Services of the Presbyterian Church (U.S.A.) for Barbara Dua.

Reference: Stated Clerk

G. Memorandum from Advisory Committee on Social Witness Policy, Presbyterian Church (U.S.A.) regarding a new task force on Changing Families (see attachment).

Reference: Information

APPENDIX D

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF THOMAS A. BROWN AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, GREENSBORO

The Commission appointed by Salem Presbytery to install Thomas A. Brown as Associate Pastor of First Presbyterian Church, Greensboro, met at First Presbyterian Church, Greensboro, NC, March 8, 1998, at 11:15 a.m. The meeting was called to order by Mike Warren. The prayer was offered by Mike Warren. The following members were present: Ministers Mike Warren, Maggi Henderson, Jerry Shetler; Elders Judy White and Robert Kollar. Mike Warren was elected Moderator and Jerry Shetler, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 11:15 a.m., the Moderator presiding. Jerry Shetler preached the sermon using as his test II Corinthians 4:7-15 and his text, "The Ministry of the Earthen Vessel." Mike Warren propounded the constitutional questions to the Minister and offered the prayer of installation. Thomas A. Brown was declared duly installed as Associate Pastor of First Presbyterian Church, Greensboro according to the Constitution of the Presbyterian Church (U.S.A.). Judy White charged the Associate Pastor and Maggi Henderson charged the congregation.

Thomas A. Brown, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Jerry Shetler.

INSTALLATION OF S. DAVID CARRIKER AS PASTOR OF THIRD CREEK PRESBYTERIAN CHURCH, CLEVELAND

The Commission appointed by Salem Presbytery to install S. David Carriker as Pastor of Third Creek Presbyterian Church, Cleveland, met at Third Creek Presbyterian Church, Cleveland, NC, on March 8, 1998,at 5:00 p.m. The meeting was called to order by Joel Long. The prayer was offered by Joel Long. The following members were present: Ministers Joel Long, John Handley, John Milholland; Elders John Gray, Joyce Brown, and Margaret Carr. Joel Long was elected Moderator and Joyce Brown, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 5:00 p.m., the Moderator presiding. John Handley preached the sermon using as his text Genesis 1-3 and II Corinthians 5:14-62 and his topic, "It Makes A Difference Where You Stand." Joel Long propounded the constitutional questions to the minister. John Milholland offered the prayer of installation. S. David Carriker was declared duly installed as Pastor of Third Creek Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Joyce Brown charged the Pastor, and John Gray charged the congregation.

At the request of David Carriker, the Reverend Frank Collier pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Joel Long.

INSTALLATION OF WILLIAM MARVIN LINDSAY, III AS PASTOR OF JOHN CALVIN PRESBYTERIAN CHURCH, SALISBURY

The Commission appointed by Salem Presbytery to install William Marvin Lindsay, III as Pastor of John Calvin Presbyterian Church, Salisbury, met at John Calvin Presbyterian Church, Salisbury, NC, on February 22, 1998, at 7:00 p.m. The meeting was called to order by Michael Warren. The prayer was offered by Michael Warren. The following members were present: Ministers Michael Warren, Stephen A. Moss, Ruth Lenger, Erica Durham; Elders Dellene Gudger, Larry Freeze, Allan Rouzer. Michael Warren was elected Moderator and Stephen Moss, Clerk of the Commission. Guest Elders Pat Lindsay of Charlotte Presbytery and Charles Favor of Coastal Carolina Presbytery were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 7:00 p.m., the Moderator presiding. Ruth Lenger preached the sermon using as her text John 15:1-11 and her topic, “Connections.” Michael Warren propounded the constitutional questions to the minister. Michael Warren offered the prayer of installation. William Marvin Lindsay, III was declared duly installed as Pastor of John Calvin Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Stephen Moss charged the Pastor, and Dellene Gudger charged the congregation.

William Marvin Lindsay, III, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Marvin Lindsay.

APPENDIX E

Received: GA Church Loan Program ________

FORM I
APPLICATION FOR GENERAL ASSEMBLY CHURCH LOAN FOR CHURCH BUILDING CONSTRUCTION OR PURCHASE

Project Identification

Synod Mid-Atlantic Presbytery Salem

Name of Church Pleasant Grove Presbyterian PIN 21417

Street Address 85 Pleasant Grove Ch.Rd City/ State Yanceyville NC Zip Code 27379

Titleholder (exact corporate name) Pleasant Grove Presbyterian Church, Inc.

Church or project was formerly known as: N/A

in ________ Presbytery ________ Synod ________

Date church was (or is to be) organized: August, 1904

Type of Church (check applicable categories): New Church Development ___; Urban ___; Suburban ___; Rural/Small Town X; Ecumenical (Federated, Union) ___; African-American ___; Asian ___; Caucasian X; Hispanic ___; Native American ___; Middle Easterners ___; Multi-Cultural/Ethnic ___; Other (Specify) ________.

Purpose of Loan (check as appropriate):

___ purchase	___ sanctuary, to seat ___ (#)
___ construction	___ education building
x addition to existing facility	___ multi-purpose unit
___ repair of existing facility	___ other ________

Pastor Rev. Thomas K. Lane phone (336) 545-1200 at the church since Feb.1995

Clerk of Session Jeanette C. Watson Residence address 7837 NC Hwy 86S, Yanceyville NC 27379

Presbytery/ synod staff liaison person Willie Garvin

Title Salem Presbytery Associate for Finance phone (336) 766-3393

Applicant's Attorney N/A Address ________

________ phone ( ) ________

Please forward approved application to:

General Assembly Church Loan Program
Evangelism and Church Development, National Ministries Division
100 Witherspoon Street, Room 3615A, Louisville, KY 40202-1396, along with:

1) set of preliminary architectural drawings; 2) architect's energy conservation statement;
3) copy of congregation's current operating budget; 4) mission strategy statement;
5) worksheet for assessing mortgage capacity (worksheet I for NCD or worksheet II for projects beyond first unit);
6) if building purchase, a) attach copy of professional appraisal, b) preliminary title report, c) written disclosure statement by seller regarding environmental conditions (see addendum)
7) PLEASE SELECT ONE: Before closing, Commitment for Title Insurance (Lender's Policy) will be ordered by
1) ___ GA Church Loans at applicant's expense; or 2) ___ by applicant.

4/95

Standard Conditions for
General Assembly Church Building Construction Loan

1. The applicant congregation shall budget a minimum of 10% of current budget for Presbyterian Church (USA) Mission (Presbytery/Synod/General Assembly); or shall provide for raising such giving by 2% per year to a minimum of 10% of current operating budget.

2. Recognizing that the future of the Presbyterian Church (USA) is in the development/redevelopment of its congregations and that the General Assembly Church Loan Funds are an important resource for such development/redevelopment, the borrowing congregation/presbytery/synod shall agree to review annually its financial ability to prepay all or part of its General Assembly loans as conditions permit.

3. Building design shall take into consideration the needs of the disabled persons of society.

4. Building design shall incorporate measures to make the building energy efficient.

5. Applicant shall engage as required the services of companies, contractors and other professionals who are registered equal opportunity employers.

6. Building fund pledge receipts shall be held in a seperate bank account with a separate ledger account, and shall be applied directly to actual project costs or to reduction of project's mortgage.

7. The presbytery, synod, or commercial lending institution shall act as "construction banker", receiving proceeds of building fund pledges and proceeds of loans with authority to pay construction bills as appropriate.

8. Loan proceeds shall be used only for the purposes for which they were appropriated.

9. Before project contract is executed, applicant shall have raised, in unborrowed cash the amount according to the following schedule:

    Total project costs up to $750,000 shall require unborrowed cash/non-repayable grants equal to at least 10% of the total project cost;

    Total project costs between $751,000 and $1,500,000 shall require unborrowed cash/non-repayable grants equal to at least 15% of the total project cost;

    Total project costs between $1,500,001 and $2,000,000 shall require unborrowed cash/non-repayable grants equal to at least 20% of the total project cost;

    Total project costs in excess of $2,000,000 shall require unborrowed cash/non-repayable grants equal to at least 25% of the total project cost.

10. The owner governing body shall require construction bid and performance bonds, builder's risk and vandalism insurance during the project's construction, and shall carry fire, extended coverage, and liability insurance on the full amount of the contract, and shall require documentary assurances at the conclusion of the project to indemnify the owner against mechanics' liens.

11. All contractors shall provide liability insurance to protect the owner against construction errors and omissions, including a guaranteed period of one year from the date of acceptance by the owner. All contractors shall be bonded.

12. The applicant shall insure the premises with an all risk insurance policy in an amount no less than the amount of the loan and name the "Presbyterian Church (USA), A Corporation", as an additional insured and mortgagee.

13. The applicant shall incur no financial obligations which are not scheduled as part of the approved Financial Plan for this plan.

14. Terms and outstanding balances of General Assembly loans shall be acknowledged by being printed in the minutes of each annual meeting of the congregations, until fully amortized.

15. Applicant shall have conducted a special building fund campaign and received pledges over and abovethe regular pledges to the program of the church from at least half of the families in the congregation, to be paid over at least a three (3) year period.

* * *

PLEASE NOTE: If any of the above conditions cannot be met, please request a waiver of the condition and state the reasons for such request at the time of loan application.

Section A: Mission Strategy Statement

Please prepare on separate paper and attach to the Application:

1. Describe the presbytery's mission strategy for congregational development.
2. Describe how this proposed building project fits into the presbytery's mission strategy for congregational development.
3. Describe (one page) the Mission Design, including the specific goals and objectives, of the congregation for the next twelve months.
4. How will the proposed building facilitate the implementation of the congregation's mission goals and objectives?
5. How will the appearance (external and internal) of the proposed building reflect the congregation's mission goals and objectives?
6. How will the design of this proposed building respond to the needs of the persons with disabilities?
7. How will the proposed building respond to the need for improved stewardship of the earth's natural resources and to the need for more efficient use of energy?

Section B: Information About Your Community

Geographical Area:

What is the radius of your parish/community 5 miles

Population of your parish/community:

Current year 1000 ; One year hence 1050 ;

three years hence 1150 .

Factors expected to contribute to the growth of your parish (cite source of your information):

New businesses are locating in Caswell County, Hyco Lake attracts year round homeowners, retirees and families with young children. We are a bedroom community for persons working in Burlington, Durham and Danville, Va. (Source Caswell County Manager)

What is the economic base of the community?

Farming
County, State and Federal Government Employers

What is the approximate average price of homes in your parish area? $ 50,000.00

List the four closest churches in your parish area:

Denomination	Approximate membership	Distance from your church
Beulah Baptist	75	3 miles
Providence Baptist	50	1 mile
Union Methodist	50	5 miles
Yanceyville Pres.	50	4 miles

Section C: Church Statistical Information

Communicant church membership: (give statistics for past five years)

19 98	19 97	19 96	19 95	19 94
67	66	67	66	69

Average Attendance at Sunday Worship service (s) for the past five years:

19 98	19 97	19 96	19 95	19 94
50	45	45	35	35

Estimated Membership

One year hence 70 Two years hence 75 Three years hence 80

Annual membership mobility rate (approximate) 5 %

Age of majority of members: 36 to 55 years.

Current resident family membership unit statistics:
(give totals for each category)

a. Husband and wife units (couple is one unit)	17
b. Single heads of household	12
c. Unmarried women	5
d. Unmarried men	0
e. Wife a member	13
f. Husband a member but not the wife	5
g. Youth members under 18 years	2
Total resident church member family units	50 (4 children)

Church School: Enrollment past year 48

Average attendance past year 45

Section D: FISCAL DATA

Budget Review: (give statistics for past 5 years)

	1997	1996	1995	1994	1993
Mission Giving to Presbytery/Synod/GA	2394	2334	2280	1950	1914
Other Mission Giving	450	200	0	375	1600
Congregational Program Expense	14944	12646	14423	16119	16180
Other	0	0	0	0	0
Subtotal:Expenses	17788	15180	16703	18444	19694
Building Fund Expenditures	0	0	0	0	0
GRAND TOTAL	17788	15180	16703	18444	19694

Budget Review (give statistics for the last two years):	1997	1996
a. Total ~~pledged~~ contributed to church budget *	18345	15355
b. Total received from pledges Contribution	18345	15355
Number of resident family units ~~pledging~~ contributing	45	45
Percentage of resident family units ~~pledging~~ contributing	90 %	90 %
Average annual giving per family unit (include non-pledging)	$408	$341

Pastor's annual salary $ 7636 does x does not ___ include manse allowance.

Approximate average family income in congregation $ 30,000

On a separate paper: list all assets of the congregation and their current value.

Church Building Fund Campaign:

Total amount pledged for three year campaign $ 31,059

Length of pledge period: from (date) 9/97 to (date) 9/2000

Number of resident families 50

Number of families pledging to church building 26

Average pledge per family (entire pledge period) $1194

Campaign directed by Church Financial Campaign Service, Churchwide Partnerships, National Ministries Division

___ yes x no If no, name consultant Small Church Development Committee

Do you have an active followup program? If Needed, additional 3 year pledge

Do you have an active program for soliciting building fund pledges from new members? Yes

What future Building Fund Campaigns is the congregation committed to?

dates: from 2001 to 2004 and from 2005 to 2008

*Contributionx, no pledge requested.

MORTGAGE DATA AND REPAYMENT SCHEDULE PROJECTION

EXISTING MORTGAGE LOANS - Are all payments current? N/A

Lender	Orig. Am't.	Unpaid Balance	Monthly Pymt	Maturity Date
None				
TOTALS:		$	$	

PROJECTED NEW LOANS INCLUDING GA LOAN(S)

Lender	Amount	Anticipated Interest Rate	Years	Monthly Payment	Maturity Date
General Assembly	60,000	7%	15	540	2013
TOTALS:	$ 60,000			$ 540	

Has the title-holding governing body thoroughly investigated the possibility of obtaining 100% required financing from a commercial institution? No If 100% required financing is impossible to obtain, state the names of the institutions and the reasons provided by the commercial institution:

No, local bank will lend 90% at prime rate

If union or ecumenical congregation, will application for capital financing also be made to the other denomination(s)?

N/A

General Assembly loan proceeds will be needed by 6/98.

Section E: Financial Plan

A. COST

Purchase of existing building: Anticipated closing date__________ $__________

Appraisal $__________ Appraised by: __________

- - - - - - - - - - - - - - - OR - - - - - - - - - - - - - - -

Construction of new building: Construction to begin: 3-23-98(pending approval)

Size: 2342 square feet Cost per square foot $ 52

1.	Construction Contract (check one: ___estimated x firm)	$ 121,730
2.	Architect's fees and costs (contract with architect contains: maximum cost contract?________; revision clause? ________)	$ included
3.	Furnishings, parking, insurance, professional fees, 10% of contract is suggested	$ included in contingencies
4.	Contingencies--covers bid overage and unscheduled costs 15% of construction Contract is suggested for new construction 20% of construction Contract is suggested for rehabilitation/renovation project	$ 5,770
5.	TOTAL PROJECT COST: (Should equal to Grand Total Resources B.14.)	$ 127,500

B. RESOURCES:
(Total of items 1 through 7 should be at least the precentage required of total project cost as listed on Page 2, Item 9 of the Standard conditions.)

1.	Cash on hand--received from current building fund pledges	$ 20,000
2.	Additional income: estimated to be received from current building fund pledges between now and execution of construction/purchase contract.	$ 0
3.	Unborrowed cash on hand--from other sources Specify source CD's	$ 15,000
4.	Additional unborrowed cash income from other sources-estimated to be received between now and execution of construction/purchase contract. Specify source__________	$ 0
5.	Cash already expended on the project (such as for preliminary architectural work) but not included under "1" or "3" above.	$ 0
6.	Presbytery grant	$
7.	Synod grant	$ 2,500
8.	Presbytery loan: ____years @___% interest	$ 0
9.	Synod loan: ____years @___% interest	$ 0
10.	Bank (commercial) mortgage loan: ____years @___% interest	$ 0
11.	Other (specify) GA Incentive Loan	$ 26,000(Requested)
12.	TOTAL LOCAL RESOURCES:	$ 93,500
13.	General Assembly loan request to complete project.	$ 34,000
14.	GRAND TOTAL RESOURCES: (Should equal to Total Project Cost A.5.)	$ 127,500

Section F:

Session Request

On 3-1-98 (date) the Session of Pleasant Grove Presbyterian Church Church of Yanceyville NC (city, state), on behalf of the congregation, and subject to the approval of presbytery, voted to apply for a General Assembly church loan. The Session believes the statements and data contained herein to be accurate, and that the proposed financial obligations are within the ability of the church to repay, and hereby submits this application for consideration. The Session subscribes to the "Standard Conditions for General Assembly Church Loans" (p. 2 of this application).

3-4-98 Jeannette C Watson

Date Clerk of Session

Presbytery Action

On ________________ (date) the Presbytery of ___________________________________,

in accordance with the Book of Order and its own appropriation procedures:

- Reviewed and approved this project as to mission priority;
- Gave consideration to participation in the project funding in proportion to session's need and presbytery's capital resources available for such purposes;
- Reviewed and approved the Financial Plan as fiscally responsible and within the ability of the congregation to manage, as evidenced by the "Worksheet" calculations;
- Agreed to monitor the application of the Equal Employment Opportunity policy of the General Assembly as appropriate to this project;
- Agreed to co-sign the General Assembly loan and to assume immediate repayment in the event of GA loan delinquency over 30 days.

______________ ______________________________

Date Presbytery Executive/Stated Clerk

Synod Clearance

On ____________ (date) the Synod of ___________________________________, in accordance with its own procedures, gave consideration to participation in the project's funding in proportion to the session's need and synod's capital resources available for such purposes, and cleared this application and directed that it be submitted to the General Assembly.

______________ ______________________________

Date Synod Executive

Received by GA Church Loan Program:______________

FORM IX
APPLICATION FOR GENERAL ASSEMBLY INCENTIVE LOAN FOR
ENERGY CONSERVATION/BUILDING ACCESSIBILITY/ASBESTOS/LEAD PAINT IMPROVEMENT
NEW TECHNOLOGY IMPROVEMENT

PROJECT IDENTIFICATION

Synod Mid-Atlantic Presbytery Salem

Name of Church Pleasant Grove Presbyterian Church PIN 21417

Street Address 85 Pleasant Grove Ch. Rd. City/State Yanceyville, NC Zip Code 27379

Titleholder (exact corporate name): Pleasant Grove Presbyterian Church, Inc.

Church or project was formerly known as: N/A

in ______ Presbytery ______ Synod ______

Type of Church: Urban___; Suburban___; Rural/Small Town X ; Ecumenical(Federated,Union)___;

African-American___; Asian___; Caucasian X ; Hispanic___; Native American___.

Proposed project is for improvements to: ___Sanctuary; ___Ed. Bldg.; X Multi-Purpose Unit; ___Manse; ___Other

(specify):______

Building Accessibility

X Ramp installation

___Elevator installation

X Restroom Modification

X Parking for disabled

___Curb Cuts

___Illumination/sound system modification

X Other (specify)

*Must build new addition/current facility in basement inaccessible to physically disabled members.

Energy Conservation

___Solar System

Type:______

X Modification/replacement of existing heating system

X Weather stripping, caulking, storm windows/doors, thermal shutters/insulation

___Other (specify)

Technology Improvement

___Computers

___Fax Machines

___Copy Machines

___Message Machine/Auto Dialers

___Other (specify)

Asbestos Improvement

___Removal

___Re-wrapping

___Other (specify)

Lead Paint Improvement

___Removal of lead paint

___Repaint facility

___Other (specify)

Required attachments:
(1) Current church operating budget.
(2) Written description indicating how this project improves the church building. Include applicable descriptive drawings of the proposed work and a breakdown of the estimated cost.
(3) Copy of contractors estimates.

Pastor Rev. Thomas K. Lane Phone (336 545-1200 At this church since Feb. 1995

Clerk of Session Jeanette Watson Residence address 7837 NC Hwy 86S

Yanceyville, NC 27379 Phone (336 694-9179

Presbytery/Synod staff liaison person: Willie Garvin

Title Salem Presbytery Asso. for Finance Phone (336 766-3393

Mail completed form to: General Assembly Church Loan Program
National Ministries Division
Evangelism and Church Development, Room 3615A
100 Witherspoon Street, Louisville, KY 40202-1396

4/95

THE 1995 GENERAL ASSEMBLY INCENTIVE LOAN PROGRAM

An application for a General Assembly Incentive Loan is completed by the congregation, approved by the session and presbyter and cleared by the synod. The application is submitted to the General Assembly Church Loan Program Office for review an presentation to the General Assembly Mission Development Resource Committee. The meeting dates and deadlines for submitting applications will be available through synods/presbyteries.

The maximum Accessibility Incentive Loan to make church buildings handicapped accessible, through elevator installation or other types of accessibility modifications, is $30,000 with interest at 3% and a maximum term of fifteen years. Manses may be considered for accessibility incentive loans if the presbytery or church holds the title to the manse property.

The maximum Energy Incentive Loan to make church buildings more energy efficient is $20,000 with interest at 4% and a maximum term of ten years. Projects must be limited to energy conservation modification of church buildings (exclusive of manses) and not part of new construction.

The maximum Technology Improvement Loan to purchase equipment to improve ministry is $10,000 with interest at 3% and a maximum term of five years.

The maximum Asbestos Incentive Loan to improve asbestos condition is $30,000 with interest at 3% and a maximum term of fifteen years. Manses may be considered for an asbestos loan if the presbytery or church holds the title to the manse property.

The maximum Lead Paint Incentive Loan to improve lead paint condition is $25,000 with interest at 3% and a maximum term of ten years.

Loan Security

Incentive Loans shall be secured by a Promissory Note co-signed by the presbytery, and a Minute, certified by the clerk of session, recording session or congregational action to authorize the borrowing described in the financial plan.

STANDARD CONDITIONS FOR
GENERAL ASSEMBLY INCENTIVE LOAN

1. Building fund pledge receipts shall be held in a separate account and applied directly to actual project costs or to reduction of project's loans.

2. Applicant shall engage as required the services of companies, contractors, and other professionals who are registered equal opportunity employers.

3. Loan proceeds shall be used only for the purposes for which they are appropriated.

4. The applicant shall incur no financial obligations which are not scheduled as part of the approved Financial Plan for this project.

5. An applicant church shall budget a minimum of 10% of current operating budget for Presbyterian Church (USA) Mission (Presbytery, Synod, General Assembly); or, such church shall provide for raising its giving to Presbyterian Mission by 2% per year to a minimum of 10% of current operating budget.

6. Terms and outstanding balances of General Assembly loans shall be acknowledged by being printed in the minutes of each annual meeting of the congregation, until fully amortized.

7. Presbytery shall guarantee repayment of the incentive loan; there shall be no opportunity for subsequent loan term adjustment.

SECTION A: Church Statistical & Fiscal Information

1. Communicant church membership and average attendance at Sunday Worship Services for the past 3 years:

	19 97	19 96	19 95
Membership	66	67	66
Attendance	45	45	35

2. Fiscal Data

Budget Review for the past 3 years:

	19 97	19 96	19 95
Mission Giving to Presbytery,Synod,GA	2394	2334	2280
Other Mission Giving -Love Gifts	450	200	0
Congregational Program Expense	14944	12646	14423
Other	0	0	0
Subtotal:Expenses	17788	15180	16703
Building Fund Expenditures	0	0	0
GRAND TOTAL	17788	15180	16703

3. Church Building Fund Campaign:

3-year campaign X; 2-year campaign ___; 1 year-campaign ___;

Pledge period: from (date) 9/97 to (date) 9/2000

Total amount pledged: $ 31,059

Actual amount received: $ 6,750

Number of resident families 50 Number of pledge units to church building 26

Average pledge per family (entire pledge period) $1194

Campaign directed by Church Financial Campaign Service, Churchwide Partnership, National Ministries Division

___ yes X no Name of director ___

If no, name director Session of Pleasant Grove Presbyterian Church

Do you have an active followup program? If needed, additional 3 yr. pledge

What future Building Fund Campaigns is the congregation committed to?

Dates: from 2001 to 2004; from 2005 to 2008

If no building fund campaign was conducted, identify sources of funds that will be used for debt retirement.

4. Mortgage Data and Repayment Schedule Projection

Existing Capital Loans

Lender	Orig. Amount	Unpaid Balance	Monthly Pymt.	Maturity Date
None				
TOTALS:		$	$	

Projected New Loans

Lender	Amount	Anticipated Interest Rate	Years	Monthly Payment	Maturity Date
General Assembly	$60,000	7	15	540	2013(if approved)
TOTALS:	$ 60,000			$ 540	

SECTION B: FINANCIAL PLAN

COST OF PROJECT (should reflect the larger project cost if the modification is part of construction or renovation)

Construction to begin (date) Pending approval 3/23/98

1. Construction Contract (check one: __estimated X firm) $ 121,730 (1)

2. Architect's fees and costs $ included (2)

3. Contingencies (20% of construction contract is recommended) $ 5,770 (3)

TOTAL ESTIMATED PROJECT COST: $ 127,500 (4)

RESOURCES

Local Resources

1. Unborrowed cash on hand at the present time $ 35,000 (1)

2. Additional unborrowed income from other sources to be received between now and execution of contract. $ 0 (2)

Specify source: __________

3. Cash already expended on the project but not included in 1 or 2 $ 0 (3)

4. Presbytery grant $ — (4)

5. Synod grant $ 2,500 (5)

6. Presbytery loan: ____years @ ____% interest $ 0 (6)

7. Synod loan: ____years @ ____% interest $ 0 (7)

8. Commercial loan: ____years @ ____% interest $ 0 (8)

9. Other (specify) General Assembly Loan $ 34,000 (9) Requested

10. Sub-Total local resources: $ 101,500 (10)

11. General Assembly Incentive Loan requested to complete project $ 26,000 (11)

Term (number of years) requested (see page 2 for maximums): 15 yrs.

GRAND TOTAL RESOURCES: (equal to "TOTAL COST" line 4) $ 127,500 (12)

SESSION REQUEST

On March 1, 1998 (date) the Session of Pleasant Grove Presbyterian (name of church) of Yanceyville, NC (city,state), on behalf of the Congregation, and subject to the approval of presbytery, voted to apply for a General Assembly Incentive Loan. The Session believes the statements and data contained herein to be accurate and that the proposed financial obligations are within the ability of the church to repay, and hereby submits this application for consideration. The Session subscribes to the "Standard Conditions for General Assembly Incentive Loan" (page 2 of this application form.)

3-4-98
Date

Jeannette C. Watson
Clerk of Session

PRESBYTERY ACTION

On ______________ (date) the Presbytery of ______________, in accordance with the Book of Order and its own established procedures has:

- Reviewed and approved this project as to mission priority:
- Given consideration to participation in project funding in proportion to the congregation's need and presbyter's capital resources available for such purposes;
- Reviewed and approved the financial plan as fiscally responsible and within the ability of the congregation to manage;
- Agreed to monitor the repayment of the loan;
- Agreed to monitor the application of the Equal Employment Opportunity policy as appropriate to this project;
- Agreed to co-sign and assume repayment of General Assembly loan immediately in the event of repayment delinquency and acknowledged that there will be no possibility of loan term adjustment.

Date

Presbytery Executive or Stated Clerk

SYNOD CLEARANCE

On ______________ (date) the Synod of ______________ in accordance with the Book of Order and its own procedures, gave consideration to participation in the project's funding in proportion to the congregation's need and synod's capital resources available for such purposes, cleared this application and directed that it be submitted to the General Assembly Church Loan Program.

Date

Synod Executive

GRANT APPLICATION
NEW AND SMALL CHURCH GRANT FUND

ALL LINES MUST BE COMPLETED

Synod of the Mid-Atlantic
P. O. Box 27026
Richmond, VA 23261
(804) 342-0016

Date March 3, 1998

CHURCH INFORMATION

CHURCH NAME Pleasant Grove Presbyterian Church

CHURCH ADDRESS 85 Pleasant Grove Church Road
Yanceyville NC 27379

CHURCH TELEPHONE NUMBER (336) 694-1005

PASTOR Rev. Thomas K. Lane

[ ] Installed [ ] Interim [ ] Stated Supply [ ] Designated

CLERK OF SESSION Jeanette C Watson

CHURCH MEMBERSHIP

1. Prior year 66
2. Current Year 67

AVERAGE ATTENDANCE AT WORSHIP SERVICE FOR CURRENT YEAR 1998**:** 45-50

CURRENT OPERATING BUDGET OF CHURCH

1. Total amount of operating budget $ 18,000
2. Amount of budget contributed to general mission of the church (Presbytery, Synod, and General Assembly) $ 2,394
3. Other mission giving $ 400
4. Total amount ~~pledged~~ contributed to church budget $ 15,206

GRANT REQUEST

PROJECT NAME Addition of handicapped accessible fellowship hall to Pleasant Grove Presbyterian Church

PROJECT GOALS
(State project goals and relation to mission strategy of the church. Use additional pages as necessary.)

To alleviate the physical limitations of our present facility to allow us to expand our ministry to all members of our congregation and community, including the activities of the Caswell County Parish, Inc.

PROJECT STATUS

1. Proposed to begin on March 23, 1998 (date) or (pending approval)
2. Underway and began on ______ (date)

TOTAL AMOUNT OF GRANT REQUESTED $ 2,500.00

NOTE: Grants are normally limited to $2,500.

(Provide information about other income sources and details for proposed expenses. Use additional pages as necessary.)

Building Fund	$20,000.00
Cd's	15,000.00
Salem Presbytery Grant	30,000.00(if approved)

SESSION REQUEST FOR GRANT

On March 1, 1998 (date) the session of Pleasant Grove Presbyterian Church of Yanceyville NC 27379 (city and state), on behalf of the congregation, voted to apply for a Synod Grant.

Jeannette C Watson
Clerk of Session

3-4-98
Date

PRESBYTERY APPROVAL

PRESBYTERY NAME ______________________________

PRESBYTERY ENDORSEMENT

1. Presbytery's funds were considered and in partnership with the Synod the Presbytery will provide ______ towards this grant request.
2. This grant information was reviewed and approved by the mission strategy body of this presbytery with the following comments: ______________________________
3. I hereby certify that this application was reviewed and approved for compliance with the mission goals and strategy of the church and the presbytery.

____
Presbytery Executive or Designee

____
Date

10-12-90
11-18-95

ATTACHMENT 1
TRIENNIAL VISITATIONS FOR 1997

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Westminster	3	Greensboro	1/19/97	Russ Ward
Allen Temple	5	Cleveland	3/12/97	Malcolm Bullock/ Elinor Swaim
Second Pres.	4	Lexington	4/20/97	J. Randy Hall
Fairmont	4	Lexington	5/12/97	Bill Sosebee
Bixby	5	Advance	6/08/97	Leland Richardson
First Pres.	1	Eden	7/27/97	Ed Brammer
Thomasville, First	6	Thomasville	8/07/97	James Mitcham/ Robert Gilchrist
Vandalia	3	Greensboro	8/17/97	Chris East
Madison	3	Madison	9/15/97	Dave Kivett/ Mark Cresenzo
Francisco	8	Westfield	11/02/97	Steve Martin/ Hervey Martin
Shallowford	4	Lewisville	11/03/97	Jud Milam/ Lu Lavarty
Taylorsville	6	Taylorsville	11/09/97	Reid Montgomery
Oak Ridge	3	Oak Ridge	11/09/97	David Cameron/ Bill Amidon
Westminster	2	Burlington	11/10/97	Warren Brannon
Forest Park	6	Statesville	11/17/97	Reid Montgomery
Grace	4	Winston-Salem	12/08/97	Jud Milam/ Lu Laverty
Fellowship	3	Greensboro	12/15/97	Mary McNeal/ Nancy Munday

TRIENNIAL VISITATIONS FOR 1998

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Hawfields	2	Mebane	1/04/98	Warren Brannon
First Pres.	2	Burlington	1/11/98	Warren Brarron
Westminster	2	Burlington	1/19/98	Warren Brannon
St. Paul	3	Greensboro	2/08/98	Jim Wilson/ Martha Cockerham
Graham	2	Graham	2/22/98	Warren Brannon
Asbury	3	Mt. Airy	2/23/98	Erica Durham/ Hervey Martin
New Salem	6	Stony Point	3/31/98	Reid Montgomery
Bethany	6	Statesville	4/08/98	Steve Moss/Jean Wilson

ATTACHMENT 2
1998 CHANGES IN TERMS OF CALL:

APPENDIX G

HANGES IN TERMS OF CALL DATE: 03-30-1998

NAME:		CHURCH:	LOCATION:
Philip	Beck	Memorial	Greensboro

23053.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3350.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.	867.40	Dental Insurance
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
26403.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Jesse	Bledsoe	First	Pilot Mountain

28171.37	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3060.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
31231.37	Total Salary	9	Years in Position

NAME:		CHURCH:	LOCATION:
Ron	Bowie	First	Boone

27150.00	Salary	PROVIDED	Pension/Medical
	Social Security	600.00	Continuing Ed.
20000.00	Housing All.	5300.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
47150.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
Katheryn	Cameron	First	Greensboro, NC

29052.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
19368.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.	2600.00	405(b) Pension/TSA
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
48420.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
Jae	Chung	First Korean	Greensboro

25800.00	Salary	PROVIDED	Pension/Medical
	Social Security	2300.00	Continuing Ed.
14600.00	Housing All.		Auto. Expense
	Fur. & Util. Allow.		*credit card-auto.
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
40400.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Robert (Bob)	Cleveland	Pittsboro / 50% time	Pittsboro

8877.00	Salary	PROVIDED	Pension/Medical
	Social Security	400.00	Continuing Ed.
7700.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
16577.00	Total Salary	6	Years in Position

NAME:		CHURCH:	LOCATION:
Franklin	Dew	New Creation Comm.	Greensboro

26371.00	Salary	Provided	Pension/Medical
	Social Security	600.00	Continuing Ed.
11032.00	Housing All.	1500.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
37403.00	Total Salary	12	Years in Position

NAME:		CHURCH:	LOCATION:
James	Dollar	Church of the Cov.	Greensboro

20250.00	Salary	10738.00	Pension/Medical
	Social Security	1000.00	Continuing Ed.
15550.00	Housing All.	2980.00	Auto. Expense
	Fur. & Util. Allow.	2600.00	Utilities Reim.
	Tax Des.	1320.00	Prof. Ex. Reim.
		4 weeks	Vacation
		2 weeks	Study Leave
35800.00	Total Salary	0	Years in Position

```
AME:                                 CHURCH:                LOCATION:
Barbara      Dua                     Mission Support Ser. Louisville, KY
---------------------------------------------------------------------------
    61067.00   Salary                     PROVIDED     Pension/Medical
               Social Security                         Continuing Ed.
               Housing All.                            Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.
                                               4 weeks Vacation
                                               2 weeks Study Leave
    61067.00   Total Salary                          0 Years in Position
---------------------------------------------------------------------------

NAME:                                CHURCH:                LOCATION:
Erica        Durham                  Hills* (Yoked)         Pilot Mountain
---------------------------------------------------------------------------
     9800.00   Salary                     Provided     Pension/Medical
               Social Security                  350.00 Continuing Ed.
     3255.00   Housing All.                    1550.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                               4 weeks Vacation
                                               2 weeks Study Leave
    13055.00   Total Salary                          0 Years in Position
---------------------------------------------------------------------------

AME:                                 CHURCH:                LOCATION:
Erica        Durham                  Pine Ridge*(Yoked)     Pilot Mountain
---------------------------------------------------------------------------
     9800.00   Salary                     Provided     Pension/Medical
               Social Security                  350.00 Continuing Ed.
               Housing All.                    1550.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                               4 weeks Vacation
                                               2 weeks Study Leave
     9800.00   Total Salary                          0 Years in Position
---------------------------------------------------------------------------

NAME:                                CHURCH:                LOCATION:
Stewart      Ellis                   Trinity - 3/4 time     Winston-Salem
---------------------------------------------------------------------------
    25414.00   Salary                     PROVIDED     Pension/Medical
               Social Security                  805.00 Continuing Ed.
    12900.00   Housing All.                    3224.00 Auto. Expense
               Fur. & Util. Allow.             2931.00 Soc. Sec. reim.
                          Tax Des.
                                               4 weeks Vacation
                                               2 weeks Study Leave
    38314.00   Total Salary                          7 Years in Position
---------------------------------------------------------------------------
```

NAME:		CHURCH:	LOCATION:
James	Frazier	Sparta	Sparta

24828.00	Salary	Provided	Pension/Medical
	Social Security	250.00	Continuing Ed.
4200.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29028.00	Total Salary	12	Years in Position

NAME:		CHURCH:	LOCATION:
Elijah	Freeman, Jr.	St. Paul	High Point

20600.00	Salary	PROVIDED	Pension/Medical
	Social Security	700.00	Continuing Ed.
6510.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27110.00	Total Salary	10	Years in Position

NAME:		CHURCH:	LOCATION:
Aaron	Fulp-Eickstaedt(3/4)	Concord (Co-Pastor)_	Statesville

19171.00	Salary	Provided	Pension/Medical
	Social Security	1125.00	Continuing Ed.
2700.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.	1500.00	Prof. Ex. Reimb.
MANSE	Tax Des.	250.00	Med. Ded. Offset
		4 weeks	Vacation
		2 weeks	Study Leave
21871.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Judith	Fulp-Eickstaedt(3/4)	Concord (Co-Pastor)	Statesville

19171.00	Salary	Provided	Pension/Medical
	Social Security	1125.00	Continuing Ed.
2700.00	Housing All.	3000.00	Auto. Expense
	Fur. & Util. Allow.	1500.00	Prof. Ex. Reimb.
MANSE	Tax Des.	250.00	Med.Deduc.Offset
		4 weeks	Vacation
		2 weeks	Study Leave
21871.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Gant, Jr.	Alamance	Greensboro, NC
20963.00	Salary	PROVIDED	Pension/Medical
	Social Security	1150.00	Continuing Ed.
12000.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		403(b) Pension/TSA
	Tax Des.	6000.00	
		4 weeks	Vacation
		2 weeks	Study Leave
32963.00	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
David	Heil	North Wilkesboro	North Wilkesboro
26280.00	Salary		Pension/Medical
	Social Security	1300.00	Continuing Ed.
21050.00	Housing All.	5000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
47330.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Maggi	Henderson	Highland	Winston-Salem
26916.00	Salary	Provided	Pension/Medical
	Social Security	1350.00	Continuing Ed.
12441.00	Housing All.	1100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
39357.00	Total Salary	6	Years in Position

NAME:		CHURCH:	LOCATION:
David	Henry	Vandalia	Greensboro
25906.00	Salary	Provided	Pension/Medical
	Social Security	1358.00	Continuing Ed.
15764.00	Housing All.	3500.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
41670.00	Total Salary	6	Years in Position

```
NAME:                             CHURCH:               LOCATION:
Fred        Horner                First                 Greensboro
----------------------------------------------------------------------
    43150.00   Salary                 PROVIDED     Pension/Medical
               Social Security           1500.00 Continuing Ed.
    28766.00   Housing All.              2000.00 Auto. Expense
               Fur. & Util. Allow.
NO CHANGE                Tax Des.
                                          4 weeks Vacation
                                          2 weeks Study Leave
    71916.00   Total Salary                     9 Years in Position
----------------------------------------------------------------------

NAME:                             CHURCH:               LOCATION:
Robert      Howard                Centre                Mt.Mourne
----------------------------------------------------------------------
    30300.00   Salary                 Provided     Pension/Medical
               Social Security           1200.00 Continuing Ed.
     9090.00   Housing All.              1600.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                    Tax Des.
                                          4 weeks Vacation
                                          2 weeks Study Leave
    39390.00   Total Salary                     3 Years in Position
----------------------------------------------------------------------

NAME:                             CHURCH:               LOCATION:
George      Hunter                Trinity               Salisbury
----------------------------------------------------------------------
    17088.00   Salary                 PROVIDED     Pension/Medical
               Social Security            500.00 Continuing Ed.
     4500.00   Housing All.              1000.00 Auto. Expense
               Fur. & Util. Allow.
                         Tax Des.
                                          4 weeks Vacation
                                          2 weeks Study Leave
    21588.00   Total Salary                    10 Years in Position
----------------------------------------------------------------------

NAME:                             CHURCH:               LOCATION:
J.          Kivett                First Pres.           Reidsville, NC
----------------------------------------------------------------------
    27417.00   Salary                 Provided     Pension/Medical
               Social Security           1000.00 Continuing Ed.
    12360.00   Housing All.              2400.00 Auto. Expense
               Fur. & Util. Allow.
                         Tax Des.
                                          4 weeks Vacation
                                          2 weeks Study Leave
    39777.00   Total Salary                     4 Years in Position
----------------------------------------------------------------------
```

NAME:		CHURCH:	LOCATION:
Ruth	Lenger	Spencer	Spencer

19700.00	Salary	PROVIDED	Pension/Medical
	Social Security	900.00	Continuing Ed.
2500.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
22200.00	Total Salary	3	Years in Position

NAME:		CHURCH:	LOCATION:
Steve	Lindsley	First Pres.	Lexington

20490.00	Salary	Provided	Pension/Medical
	Social Security	1000.00	Continuing Ed.
10900.00	Housing All.	2000.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
31390.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Stephen	McCutchen	Highland	Winston-Salem

58216.00	Salary	Provided	Pension/Medical
	Social Security	1350.00	Continuing Ed.
15420.00	Housing All.		Auto. Expense
	Fur. & Util. Allow.	7000.00	
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
73636.00	Total Salary	15	Years in Position

NAME:		CHURCH:	LOCATION:
Mary	McNeal	Faith	Greensboro

12927.00	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
16360.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29287.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Genie	Martin (Associate)	First Pres.	Burlington

19000.00	Salary	Provided	Pension/Medical
	Social Security	1000.00	Continuing Ed.
15000.00	Housing All.	2900.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
34000.00	Total Salary	0	Years in Position

NAME:		CHURCH:	LOCATION:
Robert	Matthews	Fieldstone	Mooresville

26595.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
2650.00	Housing All.	4000.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29245.00	Total Salary	14	Years in Position

NAME:		CHURCH:	LOCATION:
Stephen	Moss	Thyatira	Salisbury

27500.00	Salary	Provided	Pension/Medical
	Social Security	800.00	Continuing Ed.
2000.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.	6074.00	403(b) Pension
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29500.00	Total Salary	5	Years in Position

NAME:		CHURCH:	LOCATION:
George	Murray, IV	First	Kernersville

21895.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
7225.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.	8154.00	Disab/Gp.Term/403b)
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29120.00	Total Salary	7	Years in Position

NAME:		CHURCH:	LOCATION:
Phillip	Pogue	Glendale Springs	Glendale Sprigs

14832.00	Salary	PROVIDED	Pension/Medical
	Social Security	500.00	Continuing Ed.
2233.00	Housing All.	2067.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
17065.00	Total Salary	10	Years in Position

NAME:		CHURCH:	LOCATION:
Phillip	Pogue	Laurel Fork	Glendale Springs

7762.00	Salary	PROVIDED	Pension/Medical
	Social Security	250.00	Continuing Ed.
1115.67	Housing All.	1030.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
8877.67	Total Salary	10	Years in Position

NAME:		CHURCH:	LOCATION:
Lisa	Nelson	Prospect (Assoc.)	Mooresville

19875.47	Salary	PROVIDED	Pension/Medical
	Social Security	1500.00	Continuing Ed.
10000.00	Housing All.	1250.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
29875.47	Total Salary	4	Years in Position

NAME:		CHURCH:	LOCATION:
David	Partington	Shallowford	Lewisville

34624.00	Salary	Provided	Pension/Medical
	Social Security	200.00	Continuing Ed.
	Housing All.	1700.00	Auto. Expense
	Fur. & Util. Allow.	4000.00	403(b) Pension/TBA
MANSE	Tax Des.	1200.00	Flexible Spending
		4 weeks	Vacation
		2 weeks	Study Leave
34624.00	Total Salary	15	Years in Position

NAME:		CHURCH:	LOCATION:
Richard	Qualls	Flat Rock (1/2 time)	Mt. Airy

9800.00	Salary	Provided	Pension/Medical
	Social Security	350.00	Continuing Ed.
2000.00	Housing All.	1550.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
11800.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
James	Rissmiller	Community in Christ	Greensboro

31530.00	Salary	Provided	Pension/Medical
	Social Security	1100.00	Continuing Ed.
17400.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
48930.00	Total Salary	19	Years in Position

NAME:		CHURCH:	LOCATION:
Brian	Rummage	Bixby	Advance

23500.00	Salary	PROVIDED	Pension/Medical
	Social Security	900.00	Continuing Ed.
3500.00	Housing All.	2500.00	Auto. Expense
	Fur. & Util. Allow.		
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
27000.00	Total Salary	1	Years in Position

NAME:		CHURCH:	LOCATION:
Victor	Scott	Greenwood	Reidsville

20600.00	Salary	PROVIDED	Pension/Medical
	Social Security	750.00	Continuing Ed.
3060.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.	1000.00	Dental Ins.
MANSE	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
23660.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Dennis	Sebesan	First	Lexington

33852.00	Salary	Provided	Pension/Medical
	Social Security	1260.00	Continuing Ed.
24465.00	Housing All.	4200.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
58317.00	Total Salary	2	Years in Position

NAME:		CHURCH:	LOCATION:
Jerold	Shetler	First	Greensboro

58254.00	Salary	PROVIDED	Pension/Medical
	Social Security	3000.00	Continuing Ed.
38836.00	Housing All.	1500.00	Auto. Expense
	Fur. & Util. Allow.	2524.00	Disability Ins.
	Tax Des.	4476.00	Other med. reim.
		4 weeks	Vacation
		2 weeks	Study Leave
97090.00	Total Salary	10	Years in Position

NAME:		CHURCH:	LOCATION:
Billy	Sosebee	Second	Lexington

27408.00	Salary	Provided	Pension/Medical
	Social Security	800.00	Continuing Ed.
10200.00	Housing All.	4200.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
37608.00	Total Salary	23	Years in Position

NAME:		CHURCH:	LOCATION:
Larry	Summey	Franklin	Salisbury

18731.00	Salary	Provided	Pension/Medical
	Social Security	750.00	Continuing Ed.
13520.00	Housing All.	3100.00	Auto. Expense
	Fur. & Util. Allow.		
	Tax Des.		
		4 weeks	Vacation
		2 weeks	Study Leave
32251.00	Total Salary	6	Years in Position

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NAME:                             CHURCH:              LOCATION:
Thomas       Vaughan              New Salem            Stony Point
------------------------------------------------------------------------
    21300.00   Salary                  Provided     Pension/Medical
               Social Security              1960.00 Continuing Ed.
    15200.00   Housing All.                 3600.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                            4 weeks Vacation
                                            2 weeks Study Leave
    36500.00   Total Salary                       1 Years in Position
------------------------------------------------------------------------

NAME:                             CHURCH:              LOCATION:
Robert       Veazey               Elkin                Elkin
------------------------------------------------------------------------
    35090.00   Salary                  Provided     Pension/Medical
               Social Security              1500.00 Continuing Ed.
     3000.00   Housing All.                 3400.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.
                                            4 weeks Vacation
                                            2 weeks Study Leave
    38090.00   Total Salary                       0 Years in Position
------------------------------------------------------------------------
NAME:                             CHURCH:              LOCATION:
Russell      Ward, Jr.            First                Asheboro
------------------------------------------------------------------------
    36930.00   Salary                  PROVIDED     Pension/Medical
               Social Security               800.00 Continuing Ed.
    15710.00   Housing All.                 3100.00 Auto. Expense
               Fur. & Util. Allow.
                          Tax Des.
                                            4 weeks Vacation
                                            2 weeks Study Leave
    52640.00   Total Salary                       9 Years in Position
------------------------------------------------------------------------
NAME:                             CHURCH:              LOCATION:
Norman       Whitney              Bethany              Graham
------------------------------------------------------------------------
    28840.00   Salary                  Provided     Pension/Medical
               Social Security               850.00 Continuing Ed.
               Housing All.                 4000.00 Auto. Expense
               Fur. & Util. Allow.
MANSE                     Tax Des.
                                            4 weeks Vacation
                                            2 weeks Study Leave
    28840.00   Total Salary                      29 Years in Position
------------------------------------------------------------------------
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NAME:                                  CHURCH:                  LOCATION:
Dan           Wilkers                  Parkway                  Winston-Salem
-------------------------------------------------------------------------------
     39465.00   Salary                     Provided      Pension/Medical
                Social Security                 2000.00  Continuing Ed.
     17500.00   Housing All.                    3000.00  Auto. Expense
                Fur. & Util. Allow.
                            Tax Des.
                                                4 weeks  Vacation
                                                2 weeks  Study Leave
     56965.00   Total Salary                          3  Years in Position
-------------------------------------------------------------------------------
NAME:                                  CHURCH:                  LOCATION:
Charles       Williams                 First                    Burlington
-------------------------------------------------------------------------------
     38247.00   Salary                     PROVIDED      Pension/Medical
                Social Security                 1500.00  Continuing Ed.
     25498.00   Housing All.                    4982.00  Auto. Expense
                Fur. & Util. Allow.
                            Tax Des.
                                                4 weeks  Vacation
                                                2 weeks  Study Leave
     63745.00   Total Salary                         17  Years in Position
-------------------------------------------------------------------------------

NAME:                                  CHURCH:                  LOCATION:
Scott         Woodmansee               First                    High Point
-------------------------------------------------------------------------------
     48552.00   Salary                     Provided      Pension/Medical
                Social Security                 1193.00  Continuing Ed.
                Housing All.                    5737.00  Auto. Expense
                Fur. & Util. Allow.
MANSE & UT.                 Tax Des.
                                                4 weeks  Vacation
                                                2 weeks  Study Leave
     48552.00   Total Salary                         14  Years in Position
-------------------------------------------------------------------------------

NAME:                                  CHURCH:                  LOCATION:
Richard       Wurst, Jr.               Stony Creek              Burlington
-------------------------------------------------------------------------------
     28800.00   Salary                     PROVIDED      Pension/Medical
                Social Security                 1400.00  Continuing Ed.
      4200.00   Housing All.                    3600.00  Auto. Expense
                Fur. & Util. Allow.              500.00  Prof.Expense
MANSE                       Tax Des.
                                                4 weeks  Vacation
                                                2 weeks  Study Leave
     33000.00   Total Salary                          7  Years in Position
-------------------------------------------------------------------------------
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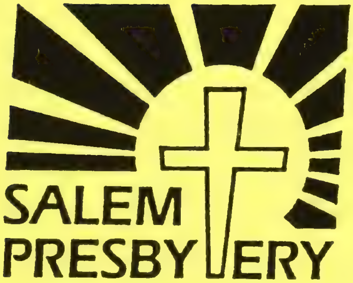
SALEM
PRESBYTERY

THIRTY-NINTH STATED MEETING
JORDAN-MATTHEWS HIGH SCHOOL
SILER CITY, NORTH CAROLINA
July 18, 1998

THIRTY-NINTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

JORDAN-MATTHEWS HIGH SCHOOL

SILER CITY, NORTH CAROLINA

July 18, 1998

The Thirty-Ninth Stated Meeting of Salem Presbytery, held on Saturday, July 18, 1998, at Jordan-Matthews High School, Siler City, North Carolina, sponsored by the Gulf, Mount Vernon Springs, Pittsboro, and Siler City Presbyterian Churches, was called to order by Moderator Russ Ward at 9:00 a.m. He led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The service was led by the Reverend Cecil Callis, Stated Supply, Mount Vernon Springs; the Reverend Bob Cleveland, Pastor, Pittsboro; the Reverend Sam McGregor, pastor, Siler City; and Ms. Betty Sherrod, Commissioned Lay Pastor, Gulf. The preacher was Mr. Lawrence Allen (Larry) Lyon, Candidate under the care of Salem Presbytery. The organist was Mrs. Catherine Mobley, Siler City Church.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	120	Non-Commissioners	5
Ministers	98		
		Visitors	84
Corresponding Members			
Ministers	3	TOTAL	313
Church Educators	3		

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., James H. Allen, J. Lawrence Ayers, Philip A. Beck, Margie W. Boyd, Janet B. Briscoe, Robert E. Button, Cecil C. Callis, David M. Cameron, George C. Carpenter, S. David Carriker, Robert E. Cleveland, William Reid Dalton, III, Erica E. Durham, Lou McAlister East, Stewart E. Ellis, Carlton A. G. Eversley, James T. Frazier, Elijah B. Freeman, Robert O. Freeman.

G-M

Robert M. Gant, Jr., Murv L. Gardiner, Lucius A. Gray, Perry D. Griffin, J. Randy Hall, Hewon Han, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, David L. Henry, Z. N. Holler, Janice Henry-Rinehart, Fredrick R. Horner, Robert M. Howard, Thomas A. Huff, Jr., George Hunter, Kurt W. Johnston, J. David Kivett, William R. Knox, Donald E. Lannon, William F. Lawrence, Jr., David E. Leininger, Ruth B. Lenger, Robert M. Lewis, S. Edwin Lewis, W. Marvin Lindsay, B. Paul Lindsey, Stephen B. Lindsley, William J. MacDonald, Robert M. Matthews, Stephen P. McCutchan, Sam E. McGregor, Jr., Mary C. McNeal, Judson J. Milam, John L. Milholland, Donald Mimbs, James A. Mitcham, Molly D. Morgan, Stephen A. Moss.

N-Z

Lisa T. Nelson, Richard R. Osmer, S. Curtis Patterson, Jamie Bibee Pharr, A. B. Plexico, Phillip J. Pogue, W. Clark Porter, III, Richard L. Qualls, Marie P. Reed, James M. Rissmiller, Jeannette G. Rodenbough, Brian K. Rummage, C. Frederic Sanford, Stephen W. Scott, Victor C. Scott, A. Carter Shelley, R. Page Shelton, Jeffrey D. Smith, Billy F. Sosebee, Bernard L. Spielman, Jr., Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, Larry E. Summey, C. Powell Sykes, Sr., Dan M. Thornton, John G. Truitt, Jr., T. Ronald Vaughan, Dale Walker, W. Russell Ward, Jr., A. Michael Warren, Randolph T. Wellford, Norman M. Whitney, Sr., Daniel C. Wilkers, John A. Wilkerson, Jr., James K. Wilson, Jr., R. Scott Woodmansee, Richard S. Wurst, Jr.

The following Ministers asked to be excused from attendance:

Jonathan C. Barker, Linda L. Blessing, Ronald L. Bowie, Thomas A. Brown, Robert A. Bryant, Carole F. Chase, Jae Heung Chung, C. Drayton Cooper, III, Virginia Ann Cowfer, William J. Cowfer, Kermit W. Dancy, Frank M. Dew, James W. Dollar, Robert C. Evans, III, Carol C. Fisher, James H. Foil, Jr., Larry W. Freeman, Aaron Fulp-Eickstaedt, Judith Fulp-Eickstaedt, Philip R. Gehman, Robert J. Goforth, Samuel W. Henderson, Robert W. Herron, Cynthia R. Higgins, Guy W. Hunt, Jr., Robert S. Jeffords, Sr., Cynthia D. Keever, Thomas K. Lane, Robert E. Lee, Joel M. Long, Genie V. Martin, Steve A. Martin, Donna J. McClellan, Angus w. McGregor, Francis Rivers Meza, James F. Miller, George H. Murray, IV, Steve M. Pharr, Joseph L. Pickard, Paul N. Ridolfi, Dennis J. Sebesan, W. Michael Shelton, Jerold D. Shetler, Paul R. Snell, Laura M. Spangler, Joe S. Spears, David H. Sutton, Keith A. Uffman, Robert F. Veazey, Rockwell P. Ward, William C. Weckerly, Charles Williams, J. Gordon Williams.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, L. Adlai Boyd, Ernest M. Bradford, Edwin C. Brammer, Jr., Warren C. Brannon, Joseph A. Browde, William Brown, Malcolm M. Bullock, David H. Burr, Charles R. Carter, Frank C. Collier, L. B. Colquitt, Jr., O. Leighton Culler, Ares Davidian, Frank A. Davison, C. Wayne Dixon, Louise H. Farrior, Norris L. Fellows, Charles G. Fitzpatrick, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Henry J. Keating, Morton Kurtz, Julian Lake, Frank W. Leeper, William F. Long, Wilkes D. Macaulay, James M. Mauldin, James . McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, K. Moser Misenheimer, H. Reid Montgomery, Allen E. Morrison, William H. Morrison, Joseph B. Mullin, Robert E. Osman, Joseph K. Parker, Jr., O. W. Perrell, George A. Ploger, Donald G. Price, Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Leland A. Richardson, Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Ernest L. Stoffel, Harry S. Thomas, Robert L. Turner, Willam D. Varker, Stanley M. Voth, Harold F. Waldruff, Roy E. Watts, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, Albert C. Winn, John A. Womeldorf, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery.

Jesse W. Bledsoe, Kathryn J. Cameron, William E. Christian, M. Gray Clark, Frederick A. H. Coates, Max E. Deal, James A. Dickens, M. Susan Dobyns, Barbara E. Dua, Christopher F. East, Bruce Feltrup-Exum, Jonathan H. Freeman, Carter B. Gillespie, Robert W. Henderson, Ann B. Jahnes, Alyce M. Kelly, Walter W. King, Ann A. Letson, Z. Bradford Long, Lisa M. Mullen, Gail Porter Nelson, David C. Partington, Franklin L. Partridge, III, Raymond W. Riddleberger, Russell H. Ritchel, Jr., Jerry M. Smith, Stevan A. Snipes, William F. Stephens, III, John B. Talmage, Al F. Thomas, Jr., Glenn C. Thomason, Erich W. Thompson, Jeff White, Benjamin F. Williams.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Joe S. Miller, Laverne Vance, Harvey Walker, Asheboro First Paulette Anderson, Barbara Hochuli, Bethany (Graham) Harold Baldwin, Bethany (Statesville) James V. Somers, Bethel Todd Perkins, Bethesda (Ruffin) Carolyn A. Harrelson, Bethesda (Statesville) Elizabeth Davis, Beulah Elizabeth R. Scott, Calvary Larry Harper, Margaret Marks, Cameron Clayton H. Chambers, Phyllis Chambers, Church of the Covenant John E. Barney, Church of the Cross Merritt E. Whitelow, Clemmons Mac Crisco, Collinstown Darrell Mitchell, Community in Christ John Richardson, Concord Marjorie Swann, Cooleemee Jean C. Snead, Cross Roads Trish Anderson, Dogwood Acres Tom M. Moore, Edward Webb Gladys W. Bailey, LaDonna N. McCarther, Fairmont Bob Leary, Faith Ralph Munday, Flat Rock Joseph C. Welborn, Forest Hills Vivian Frazier, Gay J. Wyche, Forest Park Linda Huffman,Franciso Jim Collins, William Martin, Franklin Robert Cauble.

G-M

Grace Willie Gray, Ethan Sherrod, William Shouse, Graham Carol A. Brown, Bill Cooke, Greensboro First Gloria Cowan, Ginger Griffin, Hoke Huss, Peter Vanstory, Sharon Welker, Greenwood Wayne Robertson, Guilford Park David Higgins, Melanie Jackson, Gulf Charles Boyd, Hawfields N. N. Fleming, III, High Point First Doug Clark, Tootsie Pleasants, Skip Queen, Highland Lola Culler, Pam Pepper, John Calvin John Whitfield, Laurel Fork Don Tucker, Lexington First Inez Brafford, Emmy Floyd, Lexington Second James Sechrest, Logan Juanita J. Allen, Clayton Tatum, Mebane Marshall Taylor, Mebane First Donald L. Tate, Thomas Vinson, Memorial Vonda Derushia, Mocksville Lash Sanford, Mooresville First Ralph A. Herring, Jr., Paul S. Trimble, Mt. Tabor Roy L. Carruth, Mt. Vernon Springs, Jimmy Coore.

N-Z

New Creation Community Francis Young, New Salem Al Leaper, North Wilkesboro Sidney R. Crunk, Old Providence Trent H. Pence, Parkway Virginia Clemons, Fred Ward, Pittsboro Leslie Dyess, Prospect Colleen Kennerly, Reidsville First Helen Hooper, St. Andrews Karen Clary, St. James Julius A. Fulmore, Marsha S. Knox, Rosa Yourse, St. Paul (Greensboro) Ron Ervin, St. Paul (High Point) Calvin Scaife, Ruby Sellers, Salisbury First Tony Aumeida, Stephen Bullock, Daniel DeGraaf, Salisbury Second Dorothy Ann Coble, Sedgefield Martha Cockerham, Shady Side Geneva Gilchrist, Robert Gilchrist, Rebecca Jo Peoples, Shallowford Pat Fletcher, Shiloh (Burlington) Betty Boney, Siler City Kathy Davis, Smyrna Ann Dixon, Sparta George White, Spencer Jonnette Powell, Tom Powell, Statesville First Willie Scott, Stony Creek Jane Wooding Smith, Taylorsville Frank Herndon, Third Creek Chris Hutchison, Thomasville First Joe G. Bennett, Joyce Tucker, Thyatira Randy Raymer, Trinity (Elon College) Alura Wheeler, Trinity (W-S) Jeanne Dornbos, Vandalia Mary Ellen Cobb, Wentworth Doc S. Herron, Westminster (Burlington) Dave Evans, Westminster (Greensboro) Sherrie Antonowich, Karen Harrill, Whispering Pines Jim G. Taylor, Winston-Salem First Mr. Harold Wingert, Yanceyville Katherine Watlington.

The following Churches were excused from having representatives at this meeting of Presbytery:

Asbury, Boone First, Burlington First, Centre, Covenant, Eden First, Elkin, Fieldstone, Freedom, Glendale Springs, Immanuel, Kernersville First, Korean First, Love Valley, Mt. Airy First, Mt. Jefferson, Oak Ridge, Pleasant Grove, Shiloh (Statesville), Tabor, Unity.

The following Churches were not represented and did not request an excuse from this meeting of Presbytery:

Allen Temple, Baird's Creek, Bixby, Boonville First, Buffalo, Cleveland, Clio, Crestwood, Danbury Community, Dellabrook, Ebenezer, El Bethel, Elmwood, Fellowship, Fifth Creek, Glenwood, Griers, Hills, Hope View, Jamestown, Joyce, Lansing, Little Joe's, Lloyd, Madison, Milton, Mocksville Second, Mt. Vernon, Oakland, Oakview, Old Town, Peak Creek, Piedmont, Pilot Mountain First, Pine Hall, Pine Ridge, Red House, Reid Memorial, Riverview, Rumple Memorial, Sandy Ridge, Southminster, Speedwell, Springwood, Starmount, Stoneville, Trinity (Salisbury), Yadkinville.

The following Church Educators were enrolled:

Lonnie E. Goode, St. James; Gin Reid Mitchem, Sedgefield; Cindy Ruhl, Asheboro First.

The following Corresponding Members were present:

James W. Brown, New Hope Presbytery; Warner Durnell, Middle Tennessee Presbytery; Robert Vagt, New Covenant Presbytery.

The following Administrative Staff were present:

Judy Brock, Willie Garvin, Brenda Nance, Phyllis Plyler, Sara Williams.

The following Visitors were registered:

David Aiken, Mary Aiken, Douglas Aitken, Chuck Alexander, Betty Allen, Jennifer Ayres, Barbara Barker, Annie Miller Bates, Edna E. Becker, Carolyn Bennett, Miriam Bell, Holly Brooks, Charles Cameron, Marian Cameron, Bill Campbell, Nancy Campbell, Bob Caudill, Maria Chambers, Barbara Clawson, Bill Cleveland, Greta Connor Mack Dagenhart, Bob Finley, Richard Forbes, Libby Foust, Kelly Freeman, Matthew Freeman, Donna Han, Chris Henry, Elizabeth Henry, Josua Henry, Charles Howell, Doris Howze, Teresa James, Cynthia Kirkman, Gayl Knox, Neal Lannon, Dale LeCount, Al Lee, Charlie Lee, Karen Leys, Marion Leys, Nancy Lindeman, Caroline Lindsay, Larry Lyon, Martha Lyon, Cora Massey, Kristen McCachren, Lib McPherson, Penny Mitchell, Bill Obdyke, Kaye Palmer, Margaret Palmer, Russell Palmer, Bobbi Perkins, Charles Phifer, Lucille Phifer, Sean Phifer, Lunette Plexico, Rainey Ratchford, Justin Raymer, Melissa Raymer, Mary Robertson, Virgia Rush, John Saunders, Otis B. Scott, Harvie Sellers, Betty Sherrod, Mark Sinnett, Delores Spielman, Bob Sprinkle, Carolyn Sprinkle, Pat Stephens, Margaret Straughan, Anne Taylor, Sandy Wagner, Edith Wasko, Bruce Wheeler, Sharon White, Betty Williams, Doris C. Williams, Eleanor Wilson, Martha Wilcox, June Woodall.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. Presbytery approved the Docket as amended to include a resolution from the Dogwood Acres Church in the Committee on Ministry report (Appendix A, pp. 163-165).

OMNIBUS MOTION

Mack Dagenhart, Moderator of the Council Cluster, presented the Omnibus Motion. Following the 0opportunity to remove items from the Omnibus Motion, it was approved in a single vote. The recommendations so approved appear in the reports of the persons, clusters, or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by Sam McGregor, pastor of the Siler City Presbyterian Church. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The following ministers from other presbyteries were welcomed and seated as Corresponding Members: James W. Brown, New Hope Presbytery; Warner Durnell, Middle Tennessee Presbytery; and Robert Vagt, New Covenant Presbytery.

ECUMENICAL VISITORS

Ecumenical visitor, the Reverend Duane Partin, Piney Grove United Methodist Church, was introduced and he spoke briefly to the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate (Summary of Communications, Appendix B, p. 166).

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to the record (Appendix C, p. 167).

COUNCIL CLUSTER
Mack Dagenhart, Moderator

Your Council has met twice since the April meeting of Presbytery.

Council reports:

2. Council has received regular reports on the work of the Interim Executive Presbyter.

3. Triennial visitation of churches and pastors is proceeding under the leadership of Lucius Gray.

4. Council approved a contract with Greenbriar Homes and Masonry to clean up tornado damage on Presbytery office property at a price of approximately $1,575.00. This contract will include removal of downed trees and debris.

4. Council has created a Property Oversight Task Group for the Presbytery Office and property.

5. Council accepted the invitation of the Graham Presbyterian Church to host the July 2000 meeting of Salem Presbytery.

6. Council placed the review of the position description of Administrative Assistant, proposing revisions, and employing a new Administrative Assistant to the Personnel Function Group.

7. Council assigned to Cluster Liaisons the responsibility to determine which requests for funding from General Assembly will be recommended. Such requests must go through Synod to the General Assembly. Because of lack of adequate time to prepare applications, and applications that did not conform to rules for applications, none were approved this year. Recommendations about future applications will come to Council if necessary.

8. Council, acting as the Trustees of Salem Presbytery, approved transferring Salem Presbytery's investments from Wachovia Bank Bond and Money Market Investment Accounts to Wachovia CapitalMarkets Incorporated.

9. Council directed the Budget and Finance Function Group to present a monthly financial statement at each Council meeting. These statements are to be sent out with the minutes and notice of meeting prior to each meeting of Council.

10. Council approved a recommendation from the Budget & Finance Function Group.

    - That a car be purchased for John Wilkerson.
    - That the car be purchased with cash available to the Presbytery.
    - That payment for this purchase be made on the basis of 48 months beginning May 1, 1998.
    - That payments during the period of John Wilkerson's employment as Interim Executive will be paid from the Presbytery budget.
    - That John Wilkerson will pay the balance upon departure from this position. (This arrangement has been confirmed with Mr. Wilkerson.)

11. Council granted requests from the Worldwide Ministries Cluster that the date of **January 30, 1999**, be put on the Presbytery's Calendar for the **Annual Worldwide Ministries Conference**. The conference will be held at Thyatira Presbyterian Church at Mill Bridge. The keynote speaker will be Marian McClure, Director of Worldwide Ministries Division of the PC(USA).

12. Council approved that **the Reverend Phil Beck (Memorial) and Wade Carrigan** - **(Prospect) be Salem Presbytery's representatives to Ghana this summer.**

13. Council rescinded its action of its April 1998 meeting regarding payment of an honorarium to Steve Lindsley for his services at the Senior High Retreat, and agreed that he be paid the honorarium for which he and the Educational Ministries Cluster had contracted. (Mr. Lindsley was not a member of Salem Presbytery, nor did he know he would be a member, when the contract was established.)

14. Council approved minutes of the April 21, 1998 meeting of Salem Presbytery, with the following addition: (Under Council Report, Council endorses and recommends, Budget & Finance Function Group) "A motion was presented by the Budget and Finance Function Group "That Presbytery approve classifying some $50,000 left unspent at the end of 1997 as a 1998 Income Line Item. Disposition of any excess funds at the end of 1998 will be considered at the end of 1998." The Presbytery was reminded that in its December 2, 1997 meeting, "Presbytery declared its intention that any net income over and above the budget total, and any unspent funds from the 1997 and 1998 fiscal years be designated first to Campus Ministry (not to exceed $50,000), and then to New Church Development". The Presbytery by vote rejected the motion of the Budget and Finance Function Group, thus allowing the December 1997 action to remain in effect."

15. Council received from HAE Joe Pickard a detailed report on the Presbytery's Hunger Program.

16. Mr. Pickard made a progress report on the development of a Presbytery Manual of Operations. Council named Dale Walker, Moderator, John Wilkerson, Margaret Marks, and Bob Matthews to be a task group to work with Joe Pickard on an Operations Manual for Salem Presbytery.

17. Council approved extending Joe Pickard's term of service to Salem Presbytery for three months, until mid-November, and increased the amount to be paid for his expenses by $1,500. (Mr. Pickard will not receive any salary for his work. Council understands that Mr. Pickard may, at his discretion, withdraw from the project at any time.

18. Council received letter from Stillman College appealing for funds. Council will arrange to receive an offering in support of the appeal during the October 1998 meeting of Salem Presbytery, and will notify churches and commissioners ahead of time so they may be prepared to give.

19. Presbytery's e-mail address is: **salempresbytery@worldnet.att.net**

Council Endorses the following Cluster reports and recommendations:

Church Growth and Enrichment Cluster
Shalom Cluster
Worldwide Ministries Cluster

ACTION:

2. Presbytery changed the date of its October 1998 meeting from Tuesday, October 27 to Saturday, October 24 and accepted the invitation of the Sparta Presbyterian Church to host the meeting of Salem Presbytery October 24. (The Sparta Church building is not large enough to contain Presbytery. The High School auditorium is available on Saturday, but not Tuesday.)

PERSONNEL FUNCTION GROUP - Bob Finley, Moderator

The triennial evaluation of Willie D. Garvin, Presbytery Associate for Finance and Business Affairs/Treasurer was conducted with Ms. Garvin on June 10, 1998. The review was based on input received from persons within the Presbytery with whom she has worked, and input from function group members as well.

The revised triennial evaluation form asks for assessment in the areas of self-understanding, motivation, emotional strength, adaptability, interpersonal relationships, leadership, and administration. The high regard in which Ms. Garvin is held is reflected in the evaluation forms submitted by those with whom she works on Presbytery affairs. She received 38 Outstanding marks, 17 Good marks, and only 1 mark of Satisfactory was checked.

Comments offered were unanimous regarding her spiritual foundation, her understanding of her capabilities, her willingness to seek support when needed, her ability to mediate and maintain self control, her superior approach in dealing with diverse racial/cultural situations, her unobtrusive approach in resolving conflict and generating decisions, and her professional skills and abilities.

The conclusion of the Personnel Function Group can best be summarized by quoting one of the evaluators: "As a Presbytery we are indeed blessed to have a church professional whose years of experience, knowledge, competency, talents, and bank of human resources culminate in Willie..." It is our judgment that she is an important part of the Presbytery team.

ACTIONS:

3. Willie D. Garvin was re-elected to an additional three-year term as Associate Presbyter for Finance and Business Affairs/Treasurer, beginning May 15, 1998. (Please note the change in title from "Presbytery Associate" to "Associate Presbyter" due to Ms. Garvin's having been ordained an elder.)

4. Ms. Garvin was commended for her dedicated and faithful service over the last three years, and a prayer of thanksgiving and intercession was offered for her by the Reverend Carter Shelley.

Within the last few days, the office of Salem Presbytery has received a copy of a new lease drawn up by the U. S. Army Corps of Engineers for the Presbyterian Point Camp property. The new lease reflects the property being jointly operated by Salem and New Hope Presbyteries and extends the use of the Kerr Lake property by the presbyteries through April 2007. The present lease names Orange Presbytery as the lessee and the lease runs through November 2001. Consequently, the Corp of Engineers is anxious to have the new lease executed since it reflects the correct names of the organizations involved in the operation of the property.

ACTION:

5. Presbytery authorized the Interim Executive Presbyter/Stated Clerk to sign the new lease drawn up by the U. S. Army Corps of Engineers for the Presbyterian Point property, which extends the use of the Kerr Lake property by Salem and New Hope Presbyteries through April 2007.

BOARD OF PENSIONS PRESENTATION

Patricia Gill Turner spoke briefly to the Presbytery and announced that she would be available during the entire day to speak with anyone and/or answer individual questions.

CHURCH GROWTH & ENRICHMENT CLUSTER

William Cleveland, Moderator

Lake Norman Property

In keeping with a stated priority of Salem Presbytery--Evangelism and Church Growth--on February 13, 1997, the Salem Presbytery Council approved a recommendation by the Church Enrichment Cluster to purchase fifteen (15) acres of land on Blume Road, in the Lake Norman-Mooresville area, as a new church site. This recommendation culminated several years of searching for property in this high growth area.

The Session of First Presbyterian Church, Mooresville has accepted the challenge to serve in a parental role in developing the site on Blume Road as a Church. The Steering Committee/Pastoral Nominating Committee is now in the process of searching for the organizing pastor for this project.

We continue to explore the needs of New Church Development in Salem Presbytery; we remind you that the continued commitment on the part of the whole body is needed if this New Church Development is to be a successful endeavor.

ACTION:

6. Presbytery approved the Mission Development Grant Proposal to be submitted to the Evangelism and Church Development Division of the National Ministry Unit of the General Assembly for a total of $134,400.

St. Paul Presbyterian Church

St. Paul is a 94 year-old African-American church located in the central part of High Point. It moved to its present site in 1952 when the existing building was erected, reportedly from previously used materials, in part. The building does not meet code requirements, limiting its use and is only in fair condition. Its lot size is small with parking on the street and nearby parking lots owned by others. A funeral home and modest residences adjoin the St. Paul site. A church and public library with its parking lot are across the street.

Membership is 103; worship attendance about 60; annual income about $57,000 including Presbytery support of the Pastor's salary. The Church officers are dedicated to continuing their ministry to the High Point African-American community and are convinced that with relocation, programs can and will be developed to expand membership, stewardship and outreach. They have committed to working in partnership with the Church Redevelopment Task Group in this undertaking.

ACTION:

7. The St. Paul Presbyterian Church was authorized to put its property on the market, and proceeds from the sale to be used for the purchase of another property.

Elmwood Presbyterian Church

Elmwood Presbyterian Church was organized in 1888. This is a small church located on Elmwood Road (off Highway 70 in Iredell County), Elmwood, North Carolina.

Records over the past ten years revealed that membership at Elmwood Presbyterian Church has dwindled from a high of 22 in 1990 to 7 in 1997. In most recent years, the Church has been served by the Reverend George Campbell. Mr. Campbell came to the church in 1991 and has not retired to Florida. Because of significant loss in membership and other significant factors, the church took action recently to seek dissolution.

ACTION:

8. Salem Presbytery appointed an Administrative Commission to help determine the future of the Elmwood Presbyterian Church.

9. The following persons were appointed as the Elmwood Administrative Commission:

The Reverend John Milholland	(Fifth Creek/Old Providence)
The Reverend Erica Durham	(Hills/Pine Ridge)
The Reverend Fred Coates	(Mooresville First)
Mr. Fred Tatum	(Calvary)
Mrs. Joyce Brown	(Third Creek)

WORLDWIDE MINISTRIES CLUSTER MISSION PROGRAM

George Carpenter spoke on behalf of the Worldwide Ministries of the Presbytery.

EDUCATIONAL MINISTRIES CLUSTER

The Reverend Richard Osmer, a member of Salem Presbytery and Professor of Christian Edcucation at Princeton Theological Seminary, led the body in a discussion of the new Catechism. There was opportunity for questions from the floor. Also, the Pathways planning group entertained the Presbytery with a skit publicizing the next Pathways event to be held on October 10, 1998, at First Presbyterian Church, Greensboro.

DAVIDSON COLLEGE PRESENTATION

The Reverend Robert Vagt, President of Davidson College addressed the Presbytery.

CELEBRATION OF HONORABLE RETIREMENTS

Presbytery joined in a time of celebration for the honorable retirement of the Reverend Wyatt Aiken, Jr., the Reverend James H. Allen, Mr. B. Paul Lindsay, and the Reverend James K. Wilson. A. B. Plexico spoke of Mr. Aiken's life and contributions to the Church, Z. Holler spoke on behalf of Mr. Allen, Jim Allen spoke for Mr. Lindsay, and Martha Cockerham spoke on behalf of Mr. Wilson. John Wilkerson, Interim Executive Presbyter/Stated Clerk, presented each with a framed Certificate of Retirement.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:30 p.m.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:15 p.m. and the Reverend Robert Button led the prayers of Thanksgiving and Intercession and the dedication of the Two-Cents-A-Meal/Pennies for Hunger Offering.

CHURCH GROWTH & ENRICHMENT MISSION BUDGET PRESENTATION

Bill Cleveland, Cluster Moderator, reported on the Cluster's programs and projects.

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE

David Kivett, Moderator

Presbytery proceeded with the examination of Candidate Lawrence Allen Lyon. He has passed the General Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF LAWRENCE ALLEN LYON

ACTION:

10. Presbytery approved the committee and floor examination and sermon of Lawrence Allen Lyon.

    A. Lawrence Allen Lyon, a Candidate under the care of Salem Presbytery, has accepted the call of Rumple Memorial Presbyterian Church, Blowing Rock, North Carolina, to serve as Pastor.

    B. His credo which follows was approved:

    I believe in a sovereign Lord, a Lord who is Creator, a Lord who is at work in our world, a palpable Lord.

    I believe in a loving and forgiving Lord, who revealed Himself on earth through His son, Jesus Christ. I strive to make my faith a positive faith, one that is based on those themes of loving and forgiving.

    The primary message of Jesus, for me, was not what we should not do, but what we should do: love God, and love your neighbor as yourself. We should reach out to all people, care about all people, and love all people, and in doing so, we glorify the Lord.

    I believe Jesus was about humility, so much that he “became obedient to the point of death - even death on a cross.” He died for us, taking our sins upon that cross. Beyond that cross is resurrection, and eternal life. By faith in Christ, we are justified.

I believe in the Holy Spirit, which guides me, enables me, and inspires me to seek the Lord's will, and to deny my own.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Lyon and Rumple Memorial Presbyterian Church effective July 1, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$25,300.00
Housing Allowance	8,660.00
Automobile Reimbursement	3,100.00
Study Leave Reimbursement	1,200.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave

D. The following Administrative Commission was approved to Ordain Lawrence Allen Lyon at First Presbyterian Church, Lexington, North Carolina, on September 6, 1998, at 11:00 a.m..

NAME	RESPONSIBILITY	MINISTER/ELDER
Dennis Sebesan	Preside & Propound the Constitutional Questions	Minister
Charles Brown	Preach the Sermon	Minister (Guest)
Doug Stover	Charge the Minister	Elder
Joan Lawrence	Charge the Congregation	Elder
Charles England	Lead in Worship	Elder
Maggi Henderson	Prayer of Ordination	Minister

E. The following Administrative Commission was approved to Install Lawrence Allen Lyon at Rumple Memorial Presbyterian Church, Blowing Rock, North Carolina, on September 13, 1998, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Charles Carter	Preside & Propound the Constitutional Questions	Minister
Richard Sommers	Preach the Sermon	Minister (Guest)
Marian Van Zant	Charge the Minister	Elder
Jo Boggs	Charge the Congregation	Elder
Tom Mauney	Lead in Worship	Elder
Neal Miller	Scripture	Elder (Guest)
Don Price	Prayer of Installation	Minister

F. Mr. Lyon was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

Presbytery proceeded with the examination of Mark Wallace Sinnett.

RECEPTION OF MARK WALLACE SINNETT

ACTION:

11. Presbytery approved the committee and floor examination of Mark Wallace Sinnett in accordance with Book of Order (G-11.0402).

    A. The Reverend Mark Wallace Sinnett was received into Salem Presbytery from Grace Presbytery to accept the call of Clemmons Presbyterian Church, Clemmons, North 0Carolina, to serve as Pastor.

    B. His credo which follows was approved:

    I believe in the one triune God, Father, Son and Holy Spirit, from whom we have our origin, in whom we have our redemption, and through whom we enjoy communion with God and the community of faith.

    I believe in God the Father who created all things and sustains all things by His sovereign love, who created human beings in the divine image, male and female, and of every race and nation, inviting us to live as brother and sisters of one community of faith, and who has given us charge as stewards to watch and care for the whole of creation, and to offer our lives in praise to God for the rich blessings of this life.

    I believe in Jesus Christ, the fullness of God's presence in the predicament of human life, sent to convict us of our sin and to redeem us from our sin. Through the witness of His human life, Jesus announced the breaking-in of God's Kingdom in our fallen world, giving hope to the poor and the outcast, healing the sick and proclaiming the coming liberation of the oppressed. Condemned for the sins of humanity, Jesus bore the punishment reserved for us, breaking the power of sin and evil through being raised from the dead, and offering us good hope of eternal life through His ascension and unbroken communion with God the Father.

    I believe in the Holy Spirit who sustains and renews our lives, who liberates us for love and service of God and neighbor, and who unites us with believers of every place and time in the one holy, catholic and apostolic Church. The Spirit opens paths where no paths had been, giving us strength to serve those in need and making us valiant in the cause of the Gospel. In the communion of the Spirit we anticipate that perfect communion prefigured for us from the everlasting to everlasting in the communion of the Father with the Son through the Holy Spirit.

    I believe in Holy Scriptures as the inspired Word of God, giving witness to the Incarnate Word, and providing believers, through the free inspiration of the Holy Spirit and guided by the Confessions of the Reformed church, all necessary and sufficient instruction in matters of faith and practice. The sacraments are the Word of God enacted, the visible signs of our participation in the life, death and resurrection of our Lord Jesus Christ, and the means of our empowerment, both individually and corporately, for service to God and humanity.

    I believe in the holy, catholic and apostolic Church as the visible body of Christ in the world, called into being as the bearer of God's covenant, justified by faith representatively for all humankind, and commissioned, through God's grace, to anticipate in its life of worship and service throughout the world the peace, justice and freedom of God's coming Kingdom.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Sinnett and Clemmons Presbyterian Church effective August 15, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502 g.) And the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$27,000.00
Housing Allowance	14,000.00
Automobile Expense Reimbursement	3,100.00
Education/Book Reimbursement	700.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation   Two weeks study leave

D. The following Administrative Commission was approved to Install the Reverend Mark Wallace Sinnett at Clemmons Presbyterian Church, Clemmons, North Carolina, on August 23, 1998, at 2:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Tom Bagnal	Preach the Sermon	Minister
James Rissmiller	Charge the Minister	Minister
Marsha Young	Charge the Congregation	Elder
Dave Henry	Lead in Worship	Minister
Dianne Luce	Lead in Worship	Elder
Doug Chidester	Prayer of Installation	Elder

E. Mr. Sinnett was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

COMMITTEE ON MINISTRY

Jim Rissmiller & Hervey Martin, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of Forest Park Presbyterian Church, Statesville, North Carolina, in securing The Reverend John B. Evans as Interim Pastor for a one-year period beginning June 1, 1998.

2. Concurred with the action of the Session of Bethel Presbyterian Church, McLeansville, North Carolina, in extending the services of The Reverend Lucius Gray as Interim Pastor through June 30, 1998.

TRIENNIAL VISITATIONS FOR 1997 AND 1998

3. There have been additional Triennial Visitations for 1997 as well as Triennial Visitations for 1998 (Appendix D, pp. 168-169).

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

1. The Reverend John B. Evans (a member of Providence Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for a one-year period while serving as Interim Pastor at Forest Park Presbyterian Church, Statesville, North Carolina, beginning June 1, 1998.

2. The Reverend William Terry (a member of Charlotte Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for a six-month period while serving as Interim Pastor at Sedgefield Presbyterian Church, Greensboro, North Carolina, beginning September 1, 1998.

MINISTER TRANSFERRING TO ANOTHER PRESBYTERY

3. The Reverend Mark Stewart was transferred from Salem Presbytery to San Joaquin Presbytery effective May 21, 1998 to accept the call of the Westminster Presbyterian Church, Bakersfield, California.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

RECOMMENDATION FOR COMPENSATION FOR 1999

ACTION:

12. The following changes in minimum salary requirements for 1999 were made:

Salem Presbytery
Committee on Ministry
Subcommittee on Compensation, Relationships and Retirement
Recommendation of 1999 Presbytery Minimum Compensation

The Committee on Ministry recommends, with the concurrence of the Small Church Development Committee, that Salem Presbytery approve the following increases in minimum compensation, effective January 1, 1999:

For pastors receiving a housing allowance

Salary from	$19,600	to	$20,000
Housing allowance (remains the same)	6,510		6,510
Continuing education and/or book reimbursement from	700	to	900
Auto reimbursement from	3,100	to	3,250
	$29,910	to	$30,660
Example of Board of Pensions dues based on the above salaries	$7,310.80	to	$7,422.80

For pastors receiving a manse allowance

Salary from	$19,600	to	$20,000
Manse allowance (remains the same)	3,060		3,060
Continuing education and/or book reimbursement from	700	to	900
Auto reimbursement from	3,100	to	3,250
	$26,460	to	$27,210
Example of Board of Pensions dues based on the above salaries	$7,392.00	to	$7,618.80

FOR YOUR INFORMATION:
Board of Pensions dues for pastors are based on e*ffective salary.* Effective salary is comprised of cash salary, housing allowance (including utilities and furnishings), and deferred compensation. If a manse is provided, the amount shall be at least 30 percent of all compensation listed above; if no manse is provided, the amount shall be the actual housing allowance.

Of total dues paid to the Plan, 12 percent is allocated for pension, death and disability; 16 percent for medical coverage. For 1999, a one-half percent credit has been approved.

RATIONALE FOR PROVIDING ADEQUATE COMPENSATION:

Pastors called by God to serve a congregation do so in the belief they will be compensate fairly.

In order to provide congregations with competent pastors within its bounds, the presbytery offers competitive compensation.

Presbytery did not recommend an increase in minimum compensation for 1998.
The Committee on Ministry believes pastors' compensation needs to be adjusted for inflation.

C. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY TO BE LISTED IN THE OMNIBUS MOTION

ACTIONS:

MODERATORS OF SESSION

13. The Reverend Dave Henry was appointed Moderator of Session for Sedgefield Presbyterian Church, Greensboro, North Carolina during the months of July and August 1998.

14. The Reverend William Terry was appointed Moderator of Session for Sedgefield Presbyterian Church, Greensboro, North Carolina, beginning September 1, 1998.

15. The Reverend John B. Evans was appointed Moderator of Session for Forest Park Presbyterian Church, Statesville, North Carolina, beginning June 1, 1998.

STATED SUPPLY RELATIONSHIP

16. The Reverend Reid Dalton was appointed Stated Supply (part- time)of the Hillview Presbyterian Chapel, Reidsville, North Carolina, for a one-year period beginning April 1, 1998.

COMMISSIONED LAY PASTORS

17. Mr. Marty Brim, CLP, was assigned as the Commissioned Lay Pastor at the Pine Hall Presbyterian Church, Pine Hall, North Carolina, and the Sandy Ridge Presbyterian Church, Sandy Ridge, North Carolina, for a one-year period beginning May 31, 1998.

18. At the request of the Dogwood Acres Presbyterian Church, Salem Presbytery gave permission for the Commissioned Lay Pastor, Mr. Joseph Brown, to moderate the session under the supervision of Presbytery appointed Moderator, the Reverend Sam McGregor, and have voice and vote in Presbytery meetings, and to administer the Lord's Supper and the Sacrament of Baptism.

VALIDATION OF MINISTRY

19. The employment of The Reverend Robert Button as Executive Director of the Association of Couples in Marriage Enrichment (ACME) was designated as a validated ministry in service beyond the jurisdiction of the Church (G-11.0411 and G-11.0403) effective July 1, 1998.

COMMITTEE ON PREPARATION FOR MINISTRY

Maggi Henderson & Dennis Sebesan, Co-Moderators

The Committee on Preparation for Ministry reports that Kerry Denise Mock, Mt. Jefferson Presbyterian Church, was received as an Inquirer effective May 22, 1998.

ACTIONS:

20. Presbytery examined Jennifer Ryan Ayres for candidacy and upon successful completion of her examination and following affirmative answers to the constitutional questions proposed by the Moderator (G-14.0305f), she was received as a candidate effective May 22, 1998. The charge and prayer were offered by the Reverend Margie Boyd.

21. Presbytery examined Delores M. Swain Spielman for candidacy and upon successful completion of her examination and following affirmative answers to the constitutional questions proposed by the Moderator (G-14.0305f), she was received as a candidate effective May 22, 1998. The prayer was offered by the Reverend Ed Lewis.

SHALOM CLUSTER MISSION BUDGET PRESENTATION

The Shalom Cluster's presentation was in the form of a skit depicting a "fashion show" in which the "garments" of peacemaking, ecumenical fellowship, campus ministry, and racial, economic and gender justice were protrayed.

GENERAL ASSEMBLY COMMISSIONERS REPORT

The General Assembly Commissioners reported by means of a Litany of Celebration written by Minister Commissioner A. Carter Shelley (Appendix E, pp. 170-172). The Commissioners from Salem Presbytery were: Ministers Ron Bowie (Boone First), George Hunter (Trinity, Salisbury), Joel Long (Eden First), and Carter Shelley (Member-at-Large); Elders Charles Cameron (Pittsboro), Marsha Knox (St. James), Lib McPherson (Yanceyville), and Fred Ward (Parkway); Youth Advisory Delegate Regan Jones (Mocksville First); and Theological Advisory Delegate Raymond Mims (Oak Ridge).

WORLDWIDE MINISTRIES CLUSTER

INTERNATIONAL HUNGER TASK GROUP

George Carpenter, Moderator

Worldwide Ministry Awards were presented by June Woodall:

The Raymer Family (Thyatira Church)
The Spencer Presbyterian Church
Mr. William Chisman (Chis) Rodenbough

Kofi Twum Barimah is four years old. He lives in the town of Tease (pronounced TEE-A-Se) in Ghana. You know, the location of the project for our international partnership. Kofi is a very bright, happy little fellow who has but one fault: he will steal your heart if you are around him for a time. Like all other four year-old boys he loves to play, to sing, to laugh and to be cuddled. Kofi is one of about 35 children in the relatively new pre-school program at Tease. When preparing to leave Tease in August of 1997, one of the more difficult tasks was telling Kofi and all the other children "good-bye."

Kofi is the youngest of five children in the family of the pastor at Tease Salem Presbyterian Church. Twum, his father, is pastor of the church and manager of the farm project. He is living in Tease because he has not yet begun his formal schooling. When he enters the first grade he, like four older siblings have done, will be shipped off to the home of a friend, a relative, the pastor of the local church of a city where he will receive a proper education. His mother and father are the Reverend and Mrs. (Joyce) Twum Barimah. The parents must pay a fee for him to go to school, provide books, paper, pencils, and food to the family where he will be living.

Now, Kofi will not complain. In fact he will do exactly what his parents ask of him and know it is for his own good. But it's gotta make a difference to all the good folks in Salem Presbytery to know that you are providing a pre-school for 35 or more children. You are giving their mothers opportunity to work without having to worry about who will keep the kids. Mercy Dansoah is Kofi's teacher. Mercy teaches with very few props or materials. But Kofi is learning to speak English, to sing songs in English, to play games, to work some math and social skills while PLAYING with all the other children?

During 1998 Kofi and all the good people in the Afram Plains have had very little rain; in fact they have had an unusual drought. Now that some rains are coming the people are beginning to plant the precious seed for cropping. Hopefully, this will supplement their diets with protein and prevent all manner of diseases and parasites from attacking where it hurts...wherever that may be! Clean water, some protein, book learning..all those things we take for granted...Kofi might not have, Kofi and hundreds of other children in the Tease region, if the people of Salem Presbytery were not there, caring, sharing, loving in the name of Jesus Christ! This is our international partnership, supported through the communal gathering of "pennies" which when added collectively make a difference in the lives of our sisters and brothers in Ghana, big and little.

During 1998 Kofi will have a good friend return to Ghana, Mr. Wade Carrigan, a farmer who knows his business. Wade is not only a graduate of NC State who is successful in farming, he is a water specialist on the national water conservation committee. Heavens, he already assisted in cleaning up the Potomac basin; and is now working on the Gulf of Mexico! And he lives in Mooresville, NC. With him will be a new friend, the Reverend Phil Beck from Memorial Church in Greensboro. Phil just happens to be one of those lovable preachers we wish we could clone...with great administrative skills, charisma, understanding and a love for people, especially children. When Wade and Phil return, they will give us an excited report about how things are going with our partners, on the farm, in the school and with the Presbyterian women in their own Gari project and bread baking. Be assured you will hear much more about this in the future.

Billy (or Mary, or Jimmy, or Phyllis) is a four year old living in one of the 19 counties within the bounds of Salem Presbytery. His mother loves him dearly, along with four other children in her family. Because welfare funds are being slashed tremendously, Mama is forced to go more often to the food bank, the church, the night shelter for funds and subsistence. Even as we speak, Elaine Buie, who chairs the Domestic Hunger Task Group, has sent forms to be completed by ANY Church or organization needing funds from the 40-45% of our designated hunger funds. Wouldn't it be awesome if she and her task force could give funds to every group requesting money? Of course, each application must be accompanied by the signature and endorsement of the session of a Presbyterian church and signed by the pastor or responsible person.

Kofi and Billy are looking to you and to me for continued support because we love them in the name of Jesus Christ. A member of a session asked the other day, "When does the Pennies for Hunger/Two-Cents-A-Meal offering end? Do we complete it during May and send in the results?" The answer: NEVER. This is an ongoing program for Salem Presbytery which we all want to increase and increase until we feel great about where we are and what we are doing. Please remind your minister and your session that the miracle will continue as long as we remain faithful in giving just PENNIES!

As I write this report I am looking at a picture on my desk of the Reverend Twum Barimah in front of the new manse at Tease. He is holding a delicious watermelon, standing in the midst of a small green garden..in the front yard. I can see peppers, okra, and tomatoes. Of course these things are important. But what I see is my great brother in Christ, a man I have come to love, who represents all the people of Ghana and Tease and the world who have gone in hope and faith to Jesus Christ. He has become their salvation. Their witness to us is one of striving in the midst of starvation, drought, inflation...in the trust that God holds them in the palm of his hand!

With joy and celebration we continue...because "Jesus loves me, this I know......" Thanks from the International Hunger Task Group, Domestic Task Group, Worldwide Ministry Cluster for your continued confidence.

SHALOM CLUSTER

David Sutton, Moderator

The report of the Shalom Cluster was given in the form of a dialogue between the demons "Screwtape" and "Wormwood", promoting the Peacemaking Offering for October 5 and peacemaking ministries.

The Shalom Cluster met June 3 at the Presbytery Office in Clemmons. The following are recommendations to Salem Presbytery from the Cluster:

ACTIONS:

22. Salem Presbytery endorsed a state-wide celebration of full communion inclusion of the celebration of the Lord's Supper among the North Carolina Synod of the Evangelical Lutheran Church in America, First Reformed Church of Cary, N.C. (New York Synod), the Southern Conference of the United Church of Christ, and the five North Carolina presbyteries of the Presbyterian Church (U.S.A.); this celebration to be held at a central location and a time to be negotiated with the leaders of the participating bodies; and that Salem Presbytery encourage its members to participate in this service and encourage local communities to have such services of celebration.

23. Salem Presbytery invited the Reverend George Reed, Program Associate for the N. C. Council of Churches to address the Presbytery regarding the Council's legislative agenda and any other matters he may wish to present, this at a time the Council of Salem Presbytery deems expedient.

24. Salem Presbytery approved the concept of an Environmental Enabler, with the individual to be sought and approved by the Personnel Function Group. This Enabler position would be filled by a volunteer, with business related expenses paid by Presbytery, possibly from Presbytery's share of the Peacemaking Offering.

REPORT OF THE INTERIM EXECUTIVE PRESBYTER

Interim Executive Presbyter John Wilkerson expressed appreciation for the Presbytery's confidence in calling him to this task. He indicated he will devote major emphasis in his term of service to development of a clarified sense of mission and purpose of Salem Presbytery prior to the calling of a new Executive Presbyter. He will seek to include all ministers and churches in this process, putting our history inperspective, celebrating our heritage, repenting of our sins and failings, and affirming who we are and what God would have us be. (See Appendix F, pp. 173-174 for text of report.)

REPORT OF SYNOD COMMISSIONERS

The 212th Stated Meeting of the Synod of the Mid-Atlantic was held at the Joseph S. Koury Convention Center in Greensboro, NC. The theme was "Four Seasons of Life." The Meeting blended Synod Commissioners with Standing Synod Committee members, Presbyterian Women, Presbyterian Men, and Youth Advisory Delegates (YADs). This combination of groups created a large and lively gathering of many different Presbyterians.

Salem Presbytery was fortunate to have Rev. Pat Stewart as representative on the Planning Committee. Pat was a hard-working organizer, to be commended for her tremendous effort. Her husband, John Stewart, helped with the meeting.

Salem Commissioners included:
- Mr. Rudolph Boone, Elder, Grace
- Rev. Erica Durham, Pastor, Hills/Pine Ridge
- Rev. Robert O. Freeman, Retired
- Rev. Perry Griffin, Pastor, Freedom Ministries, Mt. Vernon/Mocksville Second
- Rev. Ann Jahnes, Campus Ministry, UNC-G
- Ms. Sandra Mickler, Elder, Winston-Salem First
- Ms. Elizabeth Scott, Elder, Beulah

Youth Advisory Delegate was:
- Ms. Ashley Trexler, Forest Hills

Members of Salem Presbytery who attended as Synod Committee members included:
- Rev. Stewart Ellis, Pastor, Trinity (Winston-Salem); Campus Minister, Wake Forest and NC School of the Arts (Campus Ministry Committee)
- Rev. Bill Hayes, Pastor, Smyrna/Wentworth (Evangelism Committee)

Women of the Church were represented. Dellene Gudger led a workshop.

Many other Salem people came to the meetings, workshops, and worship. Apologies to any other Salem attendees not noted by name.

The Synod experience is impressive because it expresses the diversity of Presbyterian interest and concern. As Commissioner **Perry Griffin** put it, participating in Synod provides *"different flavors of the culture of the Church."* Participants were reminded how Synod aims to strengthen and advocate for organizations of care, justice, and mercy, for specialized ministries, rural and small churches, and racial ethnic ministries. Synod keeps us from becoming a self-satisfied , "congregational" denomination, involving us in concerns, work and issues that are bigger than congregations and presbyteries.

Highlights for Commissioners included:

Overall mood of Commitment to the Presbyterian Church (U.S.A.). The Synod experience was one of being together as the Church in deliberation, worship, training, and action. Commissioner **Elizabeth Scott** commended the Gathering as well-organized, emphasizing the "working-mode" of the event. The overwhelming amount of material and work to do, as well as the excellent workshops were exhausting, but it was time well-spent. As Elizabeth put it, Commissioners felt that we were *"part of something that had a good goal in mind: 'to serve the Lord,' not just saying it but really working together toward our goal."*

Standing Committees. Standing Committees were created to explore the goals and work of the Synod. Six different groups reviewed the Synod Committees and their goals, and made recommendations. The interaction was an opportunity to meet, share ideas, and develop realistic and hopeful objectives.

Worship. Inspirational preaching and music lifted the hearts and enlivened the commitment to service of the Synod participants. Each worship service celebrated a different season of life: Infancy, Youth, Adult, and Older Adult. Leaders Thursday evening were from Salem Presbytery: Jann Briscoe and Page Shelton, Celebrants; Sam Stevenson, Grace, Worship Leader; Ann Shu, Vandalia, musician; Guilford Park members as Ushers; with Elder Pat Brown, past Moderator of the PC(U.S.A.), preaching, and "Holy Black Voices" of C.N. Jenkins Presbyterian Church in Charlotte singing. Commissioner **Rudy Boone** brought the Salem banner from our office to welcome commissioners with a parade of banners.

Celebration of the new Atlantic Korean-American Presbytery, a new, non-geographical presbytery. Commissioner **Sandra Mickler** commented on the encouragement of the Korean-American Presbyterians whose "heart is in the right place". Commissioner **R. O. Freeman** named this celebration as an outstanding moment of the gathering. The commitment and love of the Church revealed by the Korean-American Presbyterians was a joy and source of motivation for all. In addition, Elder Samuel Moak was elected Moderator of the Synod, and his humor and positive spirit were appreciated.

Youth Advisory Delegates. The young people actively and knowledgeably participated in all the business, training workshops, worship, and activities of the Gathering. Although not voting members, they took their role as advisors seriously and were exemplary models of Presbyterian leadership. YAD Josh McCutchen addressed the Synod with an eloquent appeal to Commissioners to stop complaining and show some enthusiasm, commitment, and willingness to contribute to the work of the assembly. Commissioner Elizabeth Scott commented that our youth have the "energy, know-how, and wisdom" to lead our Church: *"They can do it, all we have to do is give them the opportunity."* Salem Presbytery YAD **Ashley Trexler** was a valuable part of Synod, assisting with the preparation of meetings and sharing in all the events.

Business:

Adoption of Budget. Under the leadership of Salem Commissioner **Erica Durham**, the Finance Committee expressed "strenuous objection" to the cost of this Assembly ($70,000 budgeted), and the Synod adopted the budgets for 1998 (adopted), 1999 (proposed) and 2000 (planning).

Emphasis upon Young Adults. An expressed focus of upcoming Synod work will be the young adult population. The Synod Youth Council was re-organized to allow for involvement of two age groups: Youth (15 years - high school) and Young Adult (19-25 years).

Reviewing Synod Conference Centers. Synod and several presbyteries are exploring how Chesapeake Center may operate in judicatory partnership.

Career Services. Synod will explore ways to enable the Career and Personal Council Center in Laurinburg to develop independence from Synod.

Campus Ministry. With the focus upon young adults, the work of Campus Ministry takes a renewed priority for Synod. Particular interest is the development of racial ethnic campus ministry support and establishment of Covenants of Partnership with presbyteries and campus ministries.

Creation of Atlantic Korean-American Presbytery.

Racial Ethnic Ministries. Synod passed a number of recommendations toward achieving its goal to eliminate racial and ethnic discrimination and to promote interracial inclusiveness, including: new church development, integration of worship experiences, programs for youth ministry, and staffing.

Synod Staffing. The Synod body was surprised to hear the resignations of most of the professional staff persons for Synod: Carroll Jenkins, Synod Executive, and Bill Curry and Opal Smith, Synod Associates, have left, or will be leaving Synod this fall, leaving only Jack Wheeler, Comptroller. During these vacancies, Synod Council will be working especially hard.

Please pray for your Synod and do your part to contribute what is helpful and worthwhile in being a connectional church.

Although the time was extremely tiring, the docket was full, the format was sometimes confusing, the purpose was not always clear, and the results suffered from this lack of clarity, Commissioners generally felt positive about the work of the Synod of the Mid-Atlantic and were grateful to serve you as Salem Presbytery representatives. We did our best!

REPORT OF THE STATED CLERK

Although there was no docketed time for the report of the Stated Clerk, the text is included here for information.

SALEM PRESBYTERY ANNUAL STATISTICAL REPORTS FROM MEMBER CHURCHES
Year Ending December 31, 1997

In the April 21, 1998, report of the Stated Clerk, Mt. Vernon was mistakenly listed with the churches making no report. Mt. Vernon did send 1997 Statistical Reports.

Since the April 21, 1998, meeting of Salem Presbytery, 1997 Statistical Reports have been received from the Westminster Church in Burlington.

134 churches reported statistical information for the year ending December 31, 1997.

ADJOURNMENT AND BENEDICTION

There being no further business, the Thirty-Ninth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Russ Ward at 3:30 p.m. The next Stated Meeting will be held on Saturday, October 24, 1998, to be hosted by the Sparta Presbyterian Church, Sparta, North Carolina.

Attested:
John A. Wilkerson, Jr.
John A. Wilkerson, Jr.
Interim Stated Clerk

APPENDIX A

SALEM PRESBYTERY
THIRTY-NINTH STATED MEETING
JORDAN-MATTHEWS HIGH SCHOOL
SILER CITY, NORTH CAROLINA

DOCKET

July 18, 1998

VISION

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit, we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

Name Tag Color Code

Elder Commissioners	yellow dot
Ministers	green dot
Church Educators	red dot
Presbytery Staff	blue dot
Visitors	No dot

***Denotes Order of the Day**

Numbers in parentheses ( ) correspond to numbers in Packet materials

8:00 a.m.		REGISTRATION	
***9:00**		**CALL TO ORDER**	*Moderator Russ Ward*
	(1.1)	WORSHIP/COMMUNION Preacher: Candidate for Ordination Lawrence Allen (Larry) Lyon	
9:45		ORGANIZATION OF PRESBYTERY	
		Quorum	*John Wilkerson*
	(2.1)	Docket	*Mack Dagenhart*
	(3.1)	Omnibus Motion	*Mack Dagenhart*
		Welcome	
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	

		Ecumenical Visitors	
		Rev. Duane Partin, Piney Grove United Methodist Church	
		Father Dan Quackenbush, St. Julia Parish	
	(4.1)	Communications	*John Wilkerson*
10:00	(5.1)	COUNCIL CLUSTER	*Mack Dagenhart*
		Denominational Commitment Function Group	*Doug Aitken*
		Personnel Function Group	*Bob Finley*
10:10		BOARD OF PENSIONS	*Patricia Gill Turner*
10:15	(6.1)	CHURCH GROWTH & ENRICHMENT CLUSTER	*Bill Cleveland*
		Evangelism Task Group	*Ron Bowie*
10:45		WORLDWIDE MINISTRIES CLUSTER MISSION PROGRAM	
10:55		EDUCATIONAL MINISTRIES CLUSTER	
		New Catechism	*Rick Osmer*
		Pathways Presentation	*Cindy Ruhl*
11:45		DAVIDSON COLLEGE PRESENTATION	*Mr. Robert Vagt*
***11:55**	(7.1)	**RETIREMENT CELEBRATIONS**	*Mike Warren*
		Wyatt Aiken, Jr.	
		James H. Allen	
		B. Paul Lindsay	
		James K. Wilson	
***12:30**		**LUNCH**	
1:15		PRAYERS OF THANKSGIVING/INTERCESSION AND 2-CENTS/PENNIES OFFERING	
1:20		CHURCH GROWTH & ENRICHMENT CLUSTER MISSION PROGRAM	
1:30		MINISTRY CLUSTER	
	(8.1)	EXAMINATIONS COMMITTEE	*David Kivett*
	(9.1)	COMMITTEE ON MINISTRY	*Jim Rissmiller*
	(10.1)	COMMITTEE ON PREPARATION FOR MINISTRY	*Maggi Henderson*
2:00		SHALOM CLUSTER MISSION PROGRAM	
2:10	(11.1)	GENERAL ASSEMBLY COMMISSIONERS REPORT	*Carter Shelley*
2:20		MINISTRY CLUSTER MISSION PROGRAM	
2:30	(13.1)	WORLDWIDE MINISTRY CLUSTER	
2:40	(14.1)	SHALOM CLUSTER	
		Ecumenical Relations Task Group	*Bob Freeman*
		Peace & Justice Task Group	*Pat Stephens*
3:00	(15.1)	INTERIM EXECUTIVE PRESBYTER/STATED CLERK REPORT	*John Wilkerson*
3:30		ADJOURNMENT AND BENEDICTION	*Moderator Russ Ward*

Written Reports:

(16.1) Report of the Stated Clerk
(17.1) Report of the Synod Commissioners
(18.1) Presbyterian Campus Ministers

NARRATIVE BUDGET - PROGRAM AND MISSION, 1999
ASSEMBLY IN BRIEF 1998

For Information:

(19.1) The Year with Education
(20.1) Face-to-Face Reminder
(21.1) Domestic Violence Seminar
(22.1) Samaritan Ministries
(23.1) Church Personality Matters Evangelism Seminar
(24.1) Workshop on Distinctively Christian Caring Ministry
(25.1) Pathways
(26.1) Equipping the Saints Missions Conference
(27.1) Churches Currently Seeking Ministers
(28.1) Salem Sampler Notice
Presbytery Evaluation Form (yellow sheet)
The New Catechism
The Board of Pensions Benefits Plan

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
July 18, 1998

A. Support information on minister changes:

1. From other presbyteries

- Mark Wallace Sinnett - Pastor, Clemmons - from Grace Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal - Letter from Grace Presbytery--will mail after July 28

2. To other presbyteries

- Mark Stewart - to San Joaquin Presbytery

3. Within Presbytery

- Lawrence Allen Lyon - Pastor, Rumple Memorial - Candidate under care of Salem Presbytery
  - Call Forms
  - Ordination Commission
  - Installation Commission

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commissions

1. Margie White Boyd, Associate Pastor, Guilford Park
2. Stephen W. Scott, Pastor, Statesville First

Reference: Committee on Ministry

C. Report of enrollment of Inquirer and Candidates

1. Kerri Denise Mock (Mt. Jefferson Church)	Inquirer
2. Jennifer Ryan Ayres (Asheboro First)	Candidate
3. Delores M. Swain Spielman (Mooresville First)	Candidate

Reference: Committee on Preparation for Ministry

APPENDIX C

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF MARGIE WHITE BOYD
AS ASSOCIATE PASTOR OF GUILFORD PARK PRESBYTERIAN CHURCH, GREENSBORO

The Commission appointed to install Margie Boyd as Associate Pastor of Guilford Park Presbyterian Church, Greensboro, met at the Guilford Park Presbyterian Church, Greensboro, NC, June 28, 1998, at 10:00 a.m. The meeting was called to order by David Sutton. The prayer was offered by David Sutton. The following members were present: Ministers Laura Spangler, Russ Ward, David Sutton; and Elders Rosa Yourse, Jane Miller, and Ed Cheshire. David Sutton was elected Moderator and Ed Cheshire.

After organization, a quorum being determined, the Commission joined the congregation in worship service at 11:00, the Moderator presiding. Laura Spangler preached the sermon using as her text Galatians 5 and her topic, "Living By the Spirit." David Sutton propounded the constitutional questions to the minister. David Sutton offered the prayer of installation. Margie Boyd was declared duly installed as Pastor of Guilford Park Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Jane Miller charged the Associate Pastor and Russ Ward charged the congregation.

Margie Boyd, the newly installed Associate Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting withy prayer by the Moderator.

INSTALLATION OF STEPHEN W. SCOTT
AS PASTOR OF FIRST PRESBYTERIAN CHURCH, STATESVILLE

The Commission appointed to install Stephen W. Scott as Pastor of First Presbyterian Church, Statesville, met at the First Presbyterian Church, Statesville, NC, May 17, 1998, at 10:35 a.m. The meeting was called to order and prayer offered. The following members were present: Ministers Judith Fulp-Eickstaedt, Michael Warren; Elders Sally Warren, Elizabeth Scott, and Costi Kutteh. Costi Kutteh was elected Moderator and Michael Warren, Clerk of the Commission. Guest Minister Dr. James Newsome of Western Kentucky Presbytery was welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commissioned joined the congregation in a worship service at 11:00 a.m., the Moderator presiding. Dr. Newsome preached the sermon using as his text Matthew 28:16-20 and his topic, "Between Memory and Hope." Costi Kutteh propounded the constitutional questions to the minister. Judith Fulp-Eickstaedt offered the prayer of installation. Stephen W. Scott was declared duly installed as Pastor of First Presbyterian Church, Statesville, according to the Constitution of the Presbyterian Church (U.S.A.). Michael Warren charged the Pastor, and Costi Kutteh charged the congregation.

Stephen W. Scott, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Stephen Scott.

APPENDIX D

TRIENNIAL VISITATIONS FOR 1997

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Westminster	3	Greensboro	1/19/97	Russ Ward
Allen Temple	5	Cleveland	3/12/97	Malcolm Bullock/ Elinor Swaim
Second Pres.	4	Lexington	4/20/97	J. Randy Hall
Fairmont	4	Lexington	5/12/97	Bill Sosebee
Bixby	5	Advance	6/08/97	Leland Richardson
First Pres.	1	Eden	7/27/97	Ed Brammer
First Pres.	6	Thomasville	8/07/97	James Mitcham/ Robert Gilchrist
Vandalia	3	Greensboro	8/17/97	Chris East
Madison	3	Madison	9/15/97	Dave Kivett/ Mark Cresenzo
First Pres.	4	Lexington	10/21/97	Curtis Patterson/ Hubert Wall
Francisco	8	Westfield	11/02/97	Steve Martin/ Hervey Martin
Shallowford	4	Lewisville	11/03/97	Jud Milam/ Lu Lavarty
Taylorsville	6	Taylorsville	11/09/97	Reid Montgomery
Oak Ridge	3	Oak Ridge	11/09/97	David Cameron/ Bill Amidon
Westminster	2	Burlington	11/10/97	Warren Brannon
Forest Park	6	Statesville	11/17/97	Reid Montgomery
Grace	4	Winston-Salem	12/08/97	Jud Milam/ Lu Laverty
Fellowship	3	Greensboro	12/15/97	Mary McNeal/ Nancy Munday
Springwood	2	Whitsett	12/19/97	Warren Brannon
Trinity	2	Elon College	12/22/97	Warren Brannon
Piedmont	2	Burlington	12/28/97	Warren Brannon

TRIENNIAL VISITATIONS FOR 1998

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Hawfields	2	Mebane	1/04/98	Warren Brannon
First Pres.	2	Burlington	1/11/98	Warren Brannon
Westminster	2	Burlington	1/19/98	Warren Brannon
St. Paul	3	Greensboro	2/08/98	Jim Wilson/ Martha Cockerham
Graham	2	Graham	2/22/98	Warren Brannon
Asbury	3	Mt. Airy	2/23/98	Erica Durham/ Hervey Martin
First Pres.	3	Greensboro	3/08/98	Lucius Gray/ Steve Fogarty
New Salem	6	Stony Point	3/31/98	Reid Montgomery
Bethany	6	Statesville	4/08/98	Steve Moss/ Jean Wilson
Church of the Covenant	3	Greensboro	4/19/98	Bob Gant/ Muriel Ward
First Pres.	6	Mooresville	4/26/97	Joe Spears
Yanceyville	1	Yanceyville	4/28/98	Dale Walker/ Don Moore
Pine Ridge	8	Pilot Mountain	5/08/98	Tom Bagnal/ Cynthia Kirkman
Mebane	2	Mebane	5/12/98	Warren Brannon
Bethel	3	McLeansville	5/17/98	Russ Ward/ Jane Miller
Tabor	6	Olin	5/24/98	Steve Moss/ Jean Wilson
Pleasant Grove	1	Yanceyville	6/07/98	John Hamil/ Steve Monroe

Litany of Celebration
Offered by
Salem Commissioners who participated in the 210th General Assembly of the Presbyterian Church, United States of America

GA Commissioners: God is good.
Presbyters: *All the time!*
GA Commissioners: All the time,
Presbyters: *God is good!*

Most Holy and Loving god, we give thanks for the opportunity to have been your Commissioners to the 211th General Assembly of the Presbyterian Church, one in which UNITY, HARMONY, MISSION, and PASSION were evident and emphasized.
Presbyters: *Amen!*

We thank you that in voting for moderator on Sunday night all three candidates were inspiring and any one of them would have been a fine leader for our Church. Despite their location at different places on the "liberal" to "conservative" spectrum of the Church, all three men called upon themselves and us to lift up the Church, build bridges, emphasize education, and to heal and not destroy.
Presbyters: *Amen!*

We thank you that in this Year of Education we as a Church have focused upon and ministered in five key educational areas: Christian Education, global education, higher education, public education, and theological education. We also express our joy that we elected as Moderator the former North Carolina minister and current educator Dr. Doug Oldenburg, President of Columbia Theological Seminary in Decatur, Georgia.
Presbyters: *Amen!*

We thank you Lord for the unanimous election of two of your servants to positions of leadership--John Detterick as Executive Director of the General Assembly Council and Curtis Kearns to a second four-year term as director of the National Ministries Division.
Presbyters: *Amen!*

We thank you that more than 200 missionaries were commissioned on Sunday.
Presbyters: *Amen!*

We thank you that General Assembly Commissioners contributed more than 5000 children's books to be used in 38 programs and that "at risk" children merit and will receive more attention in the future.
Presbyters: *Amen!*

We rejoice that every scheduled meeting began and concluded with worship, and that every time floor debate led to strong emotions and strong disagreement, the General Assembly prayed for wisdom, guidance, kindness, and fairness in our deliberations.
Presbyters: *Amen!*

We rejoice that what people read in the North Carolina newspapers was not the whole story, not even a part of the whole story, but often a distorted and misleading story which makes for more sensational reading that the fact that 564 Presbyterians came together for 8 days and discovered a mutual passion for:
Worship--in which there was much diversity in leadership and style but clearly one hallowed purpose to honor our One Lord, One Christ, and One Spirit;
Order--within the Church in the way we pursued our business in committee and on the floor;
Memorabilia--which would identify us as Presbyterians with pins, bags, bumper stickers, and balloons;
and *Positions*--speaking as we could and would on various concerns of the Church.

We rejoice that *The Church of Jesus Christ*--regardless of our status as laity or clergy, youth delegate, seminary delegate, ecumenical guest, etc, we were one in our desire for the PEACE, PURITY, and UNITY OF THE CHURCH OF JESUS CHRIST
Presbyters: ***Amen and A-woman!***

We rejoice that while we are Presbyterians do not always vote with one voice, we do continue to listen to one another, speak from the heart to one another, worship and work alongside one another, and seek our authority and foundation in the Bible, the Confessions, and the Book of Order.
Presbyters: ***Amen!***

Lord God you know that the commissioners Salem Presbytery elected to attend the General Assembly in Charlotte, NC, did not always agree among ourselves as to the appropriate vote on each issue, yet we came to know each other well, learned to respect and value our differences, and developed a sense of love and mutual commitment to each other as friends and Presbyterian Christians.
Presbyters: ***Amen!***

We report that Lib spoke on behalf of North Carolina tobacco farmers for more appropriate and strategic responses to our denominational goal of discouraging teenage smoking; that Joel and Carter addressed their concern about procedure and accountability for Presbyterian curriculum; that Fred interpreted to the rest of us the debates of the Committee on Catechisms and Confessions; that Ray, our Theological Advisory Delegate, participated avidly in the Health and Education Committee's many debates; that Carter gave the majority report on self-determination for the terminally ill; that Ron wrangled with financial matters on Mission Coordination and Budget Committee; that George served on Bills and Overtures; that Marsha helped consider our church's goals for the 21st Century; that Charles contributed his third world hunger expertise to the International Issues Committee; while Regan learned firsthand how to make her vote and voice count as a Presbyterian. We also report that all Salem commissioners faithfully attended every session, and actively participated in all votes and Assembly actions.
Presbyters: ***Amen!***

We thank God and you, the members of Salem Presbytery, for allowing us to be a part of Assembly opportunities such as:
- getting to know many new people we otherwise never would have met;
- proclaiming the Church's affirmation of our current stance on ordination;
- offering verification that curriculum be both Scriptural and Reformed;
- maintaining Peacemaking as a focus by recognizing and listening to the minority viewpoints of Presbyterians within our denomination, such as, the Presbyterians Pro Life and the Presbyterian Friends of Lesbians and Gay;
- observing the intentional way all persons were listened to and valued; and finally, for
- ensuring that our actions not be made in haste but be studied and considered with seemly deliberation and prayer.

Presbyters: ***Amen!***

We express our pride and pleasure that Oak Ridge Presbyterian Church, one of our newer congregations, received the Sam and Helen R. Walton Fund Award for New Church Development.
Presbyters: ***Amen!***

We also celebrate the fact that Church of the Cross Presbyterian Church in Greensboro was the recipient of the Urban Presbyterian Pastor's Association Award presented at a special dinner on Thursday, June 18.
Presbyters: ***Amen!***

We express our delight that teacher and author Doris Betts, elder and member of the Pittsboro Presbyterian Church, was the highly acclaimed speaker for the Presbyterian Writers Guild luncheon and that there were more persons wanting to hear her than there were tickets available.
Presbyters: ***Amen!***

O God, we were awed and excited by what we saw being accomplished in terms of feeding the hungry, ministry to those in need in Latin America, in countries ravaged by war, and in our own local communities.
Presbyters: ***Amen!***

O God, we were awed and excited to discover that, unlike previous General Assemblies', there was no agonizing over the budget on the final day, because it was not necessary to cut items in order to balance. *In fact for the first time in nine years, 1997 was a year in which the General Assembly was blessed by God and its churches with sufficient per capita giving to pursue the many missions of the Presbyterian Church.*
Presbyters: ***Hallelujah! Hallelujah!***

We praise you our Lord and God that as the Moderator, Dr. Doug Oldenburg, reminded us on the final meeting day of the 210th GA, our job as Salem's commissioners did not end with closing worship on Saturday June 20. Rather it continues throughout the next twelve months as we take responsibility for sharing with Salem churches and presbyters our impressions and experiences, and interpreting for them the actions and mission of the PCUSA for this year.
Presbyters: ***Amen!***

We praise you, thank you, and rejoice with you O God, that your Son's Church is alive, healthy, and has a future, because. . .
GA Commissioners: God is good.
Presbyters: ***All the time!***
GA Commissioners: All the time.
Presbyters: ***God is good!***
All: Amen!

Salem Commissioners	**GA Committee**
Ron Bowie	Mission and Budget
Charles Cameron	International Issues
George Hunter	Bills and Overtures
Regan Jones	Youth Advisory Delegate
Marsha Knox	Church in the 21st Century
Joel Long	Christian Education and Curriculum
Lib McPherson	Polity
Raymond Mims	Theological Advisory Delegate
Carter Shelley	Health and Education
Fred Ward	Catechisms and Confessions

Message from John A. Wilkerson, Jr., Interim Executive Presbyter/Stated Clerk **APPENDIX F**

Dear Members of Salem Presbytery,

At the end of the meeting of Presbytery on July 18, 1998, I shared the following comments with those who remained to the very end. Unfortunately, there were not many who remained. Others made note of that and expressed their concern that not more were present to hear what I had to say. Since I believe it is important that as many as possible understand the importance of this interim period between installed Executive Presbyters, I invite you to read on.

As your Interim Executive Presbyter, I will participate in those regular functions that you would expect of any presbytery executive, as best I can under the circumstances. In this capacity, I bring to you 36 years of active participation in the life and ministry of seven presbyteries, including four installed pastorates and six interim pastorates;

As an interim specialist, however, the overall purpose of my work with you will be to help you work through necessary tasks that will help us all to commit to the leadership of a new Executive Presbyter. This process requires time and cooperation, and I would hope that we would be several months into it before searching for our next installed presbyter.

The "in-between-time" that we are now going through provides opportunity for us as a presbytery to regroup, consolidate our strengths, resolve conflicts, do some intentional planning for a future that is inclusive of all member churches and ministers, and to find new resources for faith and service. To minister in such a time of transition is demanding and exacting, but for me it is also exciting and fulfilling. It is a ministry to which I definitely feel called, and I welcome this opportunity to serve as your interim presbyter as we ready ourselves for a new beginning under our next installed presbyter.

Together we all have a responsibility for the health, well-being, and development of Salem Presbytery during this interim period. This includes presbytery and congregational leadership, paid and volunteer staff. It is necessary, therefore, that together we focus on and deal with the life and condition of the presbytery as it is presently and not put things on hold until the new executive presbyter arrives.

This process will involve putting our history in perspective, not only as Salem Presbytery, but as a people who have come from differing traditions and cultures. I call upon all of us to celebrate that which has been positive, and to own up to that which has been negative, allowing and even providing opportunity for the expression of opinions and the ventilation of feelings, both positive and negative. Let us make this interim period a season of letting go of that which would prevent us from moving forward as a presbytery which is rich in diversity and united in purpose.

I call upon us, during this interim period, to give serious consideration to who we are as a diverse people of faith now, and who God would have us to become as Salem Presbytery as we prepare to enter the 21st century. Let us make this interim period a season of confession and affirmation as we wrestle with such hard questions as "Who are we?", "Where do we fit into the overall scheme of things?", and "How may our 155 congregations serve effectively in relation to one another and, as part of the Body of Christ, to the world?"

I call upon us during this interim period to be seeking and identifying our next generation of leaders within our churches and within Salem Presbytery and to welcome their leadership, 'though it may be quite different from what we have been accustomed to in the past. Let us make this interim period a season of mutual understanding as we struggle to resolve and/or manage differences and disagreements where leadership issues are concerned.

I call upon us during this interim period to be in prayer for our denomination, the Presbyterian Church (U.S.A.), and to commit ourselves to strengthening the relationship between all of its governing bodies. If we must quarrel with our church, then let it be a "lover's quarrel." Let us make this interim period a season of remembering who we are as presbyterians, what it means to be a connectional church, and how we are partners with one another and the other governing bodies in mission, stewardship, and resources.

In essence, I call upon us to do the necessary work which will prepare us to be ready for the new leadership which our next installed presbyter will bring to the position. To this end, I am presently engaged in

[1] observing and learning the presbytery by interacting informally with individuals and groups throughout the presbytery in a variety of settings; by interacting formally with individual and group leadership as a staff resource; and, by observing how members and groups interact with one another, as well as how decisions are made and how things get done;

[2] conducting, with your help, an independent study of our presbytery, the results of which I will be reporting first to the Evaluation and Goals Function Group, then to Council, and finally to Presbytery;

[3] working collegially with the staff and other groups of the presbytery.

Again, thank you for this opportunity to serve Salem Presbytery in this way.

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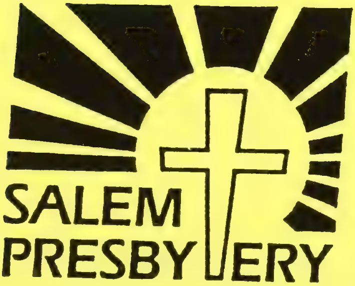
SALEM
PRESBYTERY

FORTIETH STATED MEETING
SPARTA ELEMENTARY SCHOOL
SPARTA, NORTH CAROLINA
October 24, 1998

FORTIETH STATED MEETING

MINUTES OF SALEM PRESBYTERY

SPARTA ELEMENTARY SCHOOL

SPARTA, NORTH CAROLINA

October 24, 1998

The Fortieth Stated Meeting of Salem Presbytery, held on Saturday, October 24, 1998, at Sparta Elementary School, Sparta, North Carolina, sponsored by the Sparta Presbyterian Church, was called to order by Moderator Russ Ward at 10:00 a.m. He led the opening prayer, and the Presbytery joined in a service of Worship and Communion. The service was led by the Reverend Dr. James T. Frazier. The preacher was Candidate for Ordination, Suzanne Shoffner. The pianist was Mrs. Marty Young Franklin.

ENROLLMENT

Commissioners		Administrative Staff	
Elders	104	Non-Commissioners	4
Ministers	78		
		Visitors	71
Corresponding Members			
Ministers	1	**TOTAL**	**260**
Church Educators	2		

The following Ministers were enrolled:

A-F

J. Lawrence Ayers, Jesse W. Bledsoe, Linda L. Blessing, Joseph A. Browde, Jae Heung Chung, C. Drayton Cooper, III, Virginia Ann Cowfer, William J. Cowfer, Kermit W. Dancy, Max E. Deal, Frank M. Dew, Erica E. Durham, Stewart E. Ellis, Robert C. Evans, III, Carlton A. G. Eversley, James H. Foil, Jr., James T. Frazier, Jonathan H. Freeman, Robert O. Freeman, Aaron Fulp-Eickstaedt, Judith Fulp-Eickstaedt.

G-M

Robert M. Gant, Jr., Philip R. Gehman, Robert J. Goforth, Perry D. Griffin, Hewon Han, William C. Hayes, David C. Heil, James Henderson, Margret L. Henderson, Cynthia R. Higgins, Frederick R. Horner, George Hunter, William R. Knox, William F. Lowrance, Jr., David E. Leininger, Robert M. Lewis, S. Edwin Lewis, William F. Long, Lawrence A. Lyon, Robert M. Matthews, Donna J. McClellan, Stephen P. McCutchan, Mary C. McNeal, Judson J. Milam, John L. Milholland, Molly D. Morgan, Allen E. Morrison, Lisa M. Mullen, George H. Murray, IV.

N-Z

David C. Partington, Phillip J. Pogue, James M. Rissmiller, C. Frederic Sanford, Stephen W. Scott, Victor C. Scott,, A. Carter Shelley, Jerold D. Shetler, Mark W. Sinnett, Jeffrey D. Smith, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, William F. Stephens, III, Jamie D. Stimson, C. Powell Sykes, Sr., Al F. Thomas, Jr., Dan M. Thornton, John G. Truitt, Jr., Robert F. Veazy, Dale Walker, Rockwell P. Ward, W. Russell Ward, Jr., A. Michael Warren, Daniel C. Wilkers, John A. Wilkerson, Jr., James K. Wilson, Jr.

The following Ministers asked to be excused from attendance:

Philip A. Beck, Ronald L. Bowie, Margie W. Boyd, David M. Cameron, Kathryn J. Cameron, S. David Carriker, Carole F. Chase, M. Gray Clark, Robert E. Cleveland, M. Susan Dobyns, James W. Dollar, Barbara E. Dua, Lou McAlister East, Carol C. Fisher, Murv' L. Gardiner, J. Randy Hall, David L. Henry, Robert W. Herron, Robert M. Howard, Thomas Allen Huff, Jr., Robert S. Jeffords, Sr., Cynthia D. Keever, Walter W. King, J. David Kivett, Thomas K. Lane, Robert E. Lee, Ruth B. Lenger, Ann A. Letson, W. Marvin Lindsay, Stephen B. Lindsley, Joel M. Long, Genie Varker Martin, Steve A. Margin, Angus W. McGregor, Sam E. McGregor, Jr., James F. Miller, Stephen A. Moss, S. Curtis Patterson, Steve Macon Pharr, Joseph L. Pickard, Richard L. Qualls, Paul N. Ridolfi, Dennis J. Sebesan, Paul R. Snell, Bernard L. Spielman, Jr., Samuel Stevenson, Larry E. Summey, David H. Sutton, Keith A. Uffman, T. Ronald Vaughan, William C. Weckerly, Norman M. Whitney, Sr., Charles Williams, J. Gordon Williams, Richard S. Wurst, Jr.

The following Honorably Retired Ministers were excused:

Wyatt Aiken, Jr., Alonza M. Alexander, James H. Allen, Lawrence W. Avent, Thomas B. Bagnal, Jr., James H. Banbury, Dwight Lee Barker, L. Adlai Boyd, Ernest M. Bradford, Edwin C. Brammer, Jr., Warren C. Brannon, William Brown, Malcolm M. Bullock, David H. Burr, Cecil C. Callis, George C. Carpenter, Charles R. Carter, Frank C. Collier, L. B. Colquitt, Jr., O. Leighton Culler, Ares Davidian, Frank A. Davison, C, Wayne Dixon, Louis H. Farrior, Norris L. Fellows, Charles G. Fitzpatrick, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel F. Fudge, Harold E. Fuller, Jr., Joseph M. Garrison, Lucius A. Gray, J. Stimson Hawkins, Dewitt F. Helm, Everett A. Hewlett, Z. N. Holler, Henry J. Keating, Morton Kurtz, Julian Lake, Donald E. Lannon, Frank W. Leeper, B. Paul Lindsey, Wilkes D. Macaulay, James Mauldin, James M. McDaniel, Charles T. McKee, Lacy V. McPherson, Allen C. McSween, Donald Mimbs, K. Moser Misenheimer, James A. Mitcham, H. Reid Montgomery, William H. Morrison, Joseph B. Mullin, Robert E. Osman, O. W. Perrell, A. B. Plexico, W. Clark Porter, III, Donald G. Price, Catherine J. Reed, Gerald N. Reiff, William C. Rhodes, Jr., Leland A. Richardson, Jeannette G. Rodenbough, Paul S. Ryoo, Grant M. Sharp, Lester E. Sheppard, Patricia F. Stewart, Jamie D. Stimson, Ernest L. Stoffel, Harry S. Thomas, Robert L. Turner, William D. Varker, Stanley M. Voth, Harold F. Waldruff, Worth N. Watts, Robert S. Wells, John C. Whitley, Frank C. Wilkinson, Albert C. Winn, William J. Wrenn, Jr.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

Jonathan C. Barker, Janet B. Briscoe, Thomas A. Brown, Robert A. Bryant, Robert E. Button, William E. Christian, Frederick A. H. Coates, William Reid Dalton, III, James A. Dickens, Christopher F. East, Bruce Feltrup-Exum, Elijah B. Freeman, Larry W. Freeman, Carter B. Gillespie, Robert W. Henderson, Samuel W. Henderson, Janice Henry-Rinehart, Guy W. Hunt, Jr., Ann B. Jahnes, Kurt W. Johnston, Alyce M. Kelly, Z. Bradford Long, William J. MacDonald, Francis Rivers Meza, Gail Porter Nelson, Richard R. Osmer, Franklin L. Partridge, III, Jamie Bibee Pharr, Marie P. Reed, Russell H. Ritchel, Jr., Brian K. Rummage, R. Page Shelton, W. Michael Shelton, Jerry M. Smith, John B. Talmage, Glenn C. Thomason, Erich W. Thompson, Randolph T. Wellford, Jeff White, Benjamin F. Williams, R. Scott Woodmansee.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Catherine Allred, Linda Causey, Sam Nelson, Allen Temple Margaret C. Carr, Sallie H. Carr, Bethel J. C. Tuttle, Bethesda (Ruffin) James Blackwell, Bethesda (Statesville) Miriam Wilfong, Beulah Debbie Coles, Elizabeth R. Scott, Boone First Frank Hamilton, Calvary Margaret Marks, Cameron Clayton Chambers, Church of the Cross Elaine R. Buie, Clemmons Willie D. Garvin, Clio Adian Dobson, Community in Christ Betty Rissmiller, Cooleemee Grier Waller, Cross Roads John Coble, Dellabrook Annie M. Campbell, Annie McRae, Edward Webb Memorial Gladys W. Bailey, LaDonna N. McCarther, Elkin Bill

Rountree, Faith Georgia Renfrow, Fieldstone Mary Shook, Fifth Creek James R. Johnson, Flat Rock Robert A. Edwards, Forest Park Marilyn Moore, Francisco Octavia Edwards, Franklin Telka M. Hall, Freedom Wilma Norman.

G-M

Grace James O. Brown, Brenda Granderson, Rosa Howard, Graham Steve Anderson, Barbara Randolph-Anderson, Greensboro First Richard Bernhardt, Will Hobbs, Ernest Lee, Shirley Spears, R. P. Williams, Greenwood Joan Pruitt, Hawfields Henderson Scott, Bill Tate, High Point First Ben Martin, Dave Tillson, Highland John Bain, Al Hood, Hills Freddie Smith, Jamestown Vashti Forrest, Mark Wise, John Calvin Hoyt McCachren, Kernersville First Pat Matter, Korean First Tom Hwang, Jung H. Kim, Lansing Gayl Knox, Lexington Second Kenneth Phillips, Lloyd Norman Brown, Madison Eveline Day, Mebane Elizabeth K. McPherson, Mebane First Donald L. Tate, Thomas O. Vinson, Mocksville First Ann Long, Mooresville First Richard A. McLean, Mount Jefferson Karen Mullenix, Charles Young, Mount Tabor Tina Cowan, Carolyn Nesbit.

N-Z

New Creation Bruce Ashley, New Salem Jeanne Cockrell, North Wilkesboro William Brame, Carl Page, Oak Ridge Eddie Self, Old Providence Benita Wooten, Parkway Roy Alexander, Barbara A. Brennan, Susan Daugherty, Pilot Mountain First Randall Walker, Presbytery Vice-Moderator Jusius A. Fulmore, Prospect Danny H. Bost, Saint Paul (Greensboro) Ron Lochbaum, Salisbury First Steve Drinkard, Jay Whittington, Salisbury Second Dorothy Ann Coble, Shallowford Pat Fletcher, Sparta Adelia Cox, Speedwell Lillian Knight, Spencer Frank Orthel, Statesville First Bert Holt, Stony Creek R. Connie Thiel, Taylorsville Martha Boyle, Andy Deal, Thomasville First Joe G. Bennett, Hubert R. Wall, Thyatira at Mill Bridge David Bates, Unity Robert B. Deal, Christy Williams, Wentworth D. S. Herron, Westminster (Burlington) G. H. Baldwin, Westminster (Greensboro) Bill Wardlaw, Whispering Pines James G. Taylor, Winston-Salem First Edward Carter, Mack Dagenhart.

The following Churches were excused from having representatives at this meeting of Presbytery:

Bethany (Graham), Bethany (Statesville), Church of the Covenant, Covenant, Dogwood Acres, Eden First, Elmwood, Fairmont, Fellowship, Guilford Park, Hope View, Immanuel, Lexington First, Love Valley, Memorial, Mount Airy First, Old Town, Pittsboro, Pleasant Grove, Reid Memorial, Reidsville First, Shiloh (Statesville), Siler City, Smyrna, Tabor, Trinity (Elon College), Vandalia.

The following Churches were not represented and did not request an excuse from this meeting of Presbytery:

Asbury, Asheboro First, Baird's Creek, Bixby, Boonville First, Buffalo, Burlington First, Centre, Cleveland, Collinstown, Concord, Crestwood, Danbury Community, Ebenezer, El Bethel, Forest Hills, Glendale Springs, Glenwood, Griers, Gulf, Joyce, Laurel Fork, Little Joe's, Logan, Milton, Mocksville Second, Mount Vernon, Mount Vernon Springs, Oakland, Oakview, Peak Creek, Piedmont, Pine Hall, Pine Ridge, Red House, Riverview, Rumple Memorial, Saint Andrews, Saint James, Saint Paul (High Point), Sandy Ridge, Sedgefield, Shady Side, Shiloh (Burlington), Southminster, Springwood, Starmount, Stoneville, Third Creek, Trinity (Salisbury), Trinity (Winston-Salem), Yadkinville, Yanceyville.

The following Church Educators were enrolled:

Rick Wagner, Centre; Samantha Wesley, Thyatira at Mill Bridge.

The following Corresponding Members were present:

John L. Pharr, National Capital Presbytery.

The following Administrative Staff were present:

Judy Brock, Brenda Nance, Phyllis Plyler, Sara Williams.

The following Visitors were registered:

Janet A. Barker, Annie Miller Bates, Chris Beaver, Jane Beaver, Katie Beaver, Paul Beaver, Nettie Blackwell, C. W. Cameron, Marian Cameron, Ronald Campbell, Candace Carter, Debora Jones Carter, Neal Carter, Yvonne Cockerham, Charles Connor, Greta Connor, Mary Covington, Jimmy Covington, Chris Davis, Martha Dobson, Becky Drye, Robert Finley, Sue Flippin, J. Donald Fowler, Margaret Fowler, Curtis Fussell, Bonnie Garrett, Asa Gregory, Jieun Han, Myung-Sung Han, Mary Lyon Harell, Tom Harrell, Beth Holcomb, Charles Howell, Lois Johnson, Eva Kelly, Jung Ae Kim, Ree Jin Kim, Cynthia Kirkman, Lynn Kunkle, Jerry Laws, Shirley Laws, Christie Leininger, William A. Leist, Nancy Lindeman, Ila Lyon, Magdalene Maynard, Minnie McCachren, Robin McClenny, James Miles, Virginia Mott, Richard G. Orr, Bill Overbey, Jonnette Powell, Tom Powell, Rosemary Rector, Juanita Richardson, Anne Scott, Otis B. Scott, Sue Sherman, Betty E. Smith, Judy Sherrill, Lisa Sherrill, Suzanne Shoffner, Sue Smith, Pat Stephens, Jean W. Tate, Ernest Thompson, Hank Van Hoy, Helen Warren, George White.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

DOCKET

The Docket was presented by Mack Dagenhart, Moderator of the Council Cluster.

ACTION:

1. Presbytery approved the Docket as presented (Appendix A, pp.204-205).

OMNIBUS MOTION

Mack Dagenhart, Moderator of the Council Cluster, presented the Omnibus Motion. Following the opportunity to remove items from the Omnibus Motion, it was approved in a single vote. The recommendations so approved appear in the reports of the persons, clusters, or committees making them and are identified by OM designation in the left margin.

WELCOME

The Governing Body was welcomed by the Reverend James T. Frazier. Information regarding the facilities and arrangements for the meeting were presented.

INTRODUCTIONS

Elders attending Presbytery for the first time and other guests were introduced and welcomed. The following minister from another presbytery was welcomed and seated as a Corresponding Member: John Pharr, National Capital Presbytery.

ECUMENICAL VISITOR

The Reverend Jim Frazier introduced the Ecumenical visitor the Reverend Keith Howell, Retired United Methodist, Sparta, North Carolina, and he spoke briefly to the Presbytery. He is also active in the Sparta-Alleghany Ministerial Association.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate (Summary of Communications, Appendix B, p. 206).

MINUTES OF COMMISSIONS COMMITTED TO THE RECORD

The Minutes of Commissions to ordain and/or install pastors were admitted to the record (Appendix C, p. 207).

MINISTRY CLUSTER

EXAMINATIONS COMMITTEE

David Kivett, Moderator

The Reverend Dan Wilkers reported for the Committee in the absence of the Moderator.

Presbytery proceeded with the examination of Candidate Shadra Suzanne Shoffner. She has passed the general Assembly Standard Exams, received a diploma from an accredited theological school, and has been examined and approved by the Examinations Committee of Salem Presbytery.

RECEPTION OF SHADRA SUZANNE SHOFFNER

ACTION:

2. Presbytery approved the committee and floor examination and sermon of Shadra Suzanne Shoffner.

   A. Shadra Suzanne Shoffner, a Candidate under the care of New Hope Presbytery, has accepted the call of Shiloh Presbyterian Church, Burlington, North Carolina, to serve as Designated Pastor for three years.

   B. Her credo which follows was approved:

   "I believe in God the Father Almighty, maker of heaven and earth." I believe in God the Father not out of our human familial standards, but in one God we perceive as coming again in the Son. God created an unfathomable universe and continues to create. I believe in God the maker who is providentially present, routinely touching and healing, living through the timetable of history. I believe God created humans in God's image.

"And in Jesus Christ His only Son our Lord..." God became incarnate in Jesus Christ to reconcile humans to God and to one another, teaching us to love God with all our heart, soul, mind and strength and to love our neighbors as ourselves. I believe Christ came to serve, rather than to be served. He served all; the oppressed, the sick, the well, the poor, the affluent, the disabled and the homeless. Through His death and resurrection, God has triumphed over evil, sin and death. In Christ, God is revealed to us as one whose love knows no measures and has no limit.

"I believe in the Holy Spirit..." I believe the Holy Spirit is the powerful presence, named as advocate by Jesus, in this world which calls us to acts of love and justice. The Holy Spirit is faith-creator, light and guide and this presence is what gives life and hope to a world overwhelmed by darkness. The Holy Spirit brings us together in community to be witnesses to God's presence in God's world.

I believe the church is the forgiven and forgiving community of people who mirror Christ's living body, who faithfully preach the Word of God and administer the sacraments; baptism and the Lord's Supper. I believe that in our baptism, we are sealed into the covenant community. Through the Lord's Supper, we remember the life, work, death and resurrection of Christ. We give thanks for God's many acts of grace, commune with God and each other and anticipate feasting at the heavenly banquet.

I believe in the revelation of God in the history of Israel and the life of Christ through the Bible. Inspired by the Holy Spirit, the Bible was written by humans who struggled with the limitations, concerns and faith questions they were living. Through their writing, I believe we encounter the living, acting, speaking God in whom we live, move and have our being.

I believe Holy God who created all and makes redemption possible encompasses eternity. God's purpose for human history is being fulfilled, and God provides an abiding place for those whom God has redeemed. I look forward in hope to the fulfillment of all things in God and also to dwelling in God's presence forever.

C. Presbytery approved the establishment of a Designated Pastor relationship between Ms. Shoffner and Shiloh Presbyterian Church (Burlington) effective October 4, 1998; approved the Terms of Call (listed below); and the Call was placed in her hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$23,500.00
Housing Allowance	8,400.00
Automobile Reimbursement	3,100.00
Professional Expense Reimbursement	1,000.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation   Two weeks study leave

D. The following Administrative Commission was approved to ordain and install Mrs. Shadra Suzanne Shoffner at Shiloh Presbyterian Church, Burlington, North Carolina, on November 22, 1998, at 2:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Bill Weckerly	Preside & Propound the Constitutional Questions	Minister
Frank Dew	Preach the Sermon	Minister
Linda Mason	Charge the Minister	Elder
Helen Hartman	Charge the Congregation	Elder
Marcia Goldner	Lead in Worship	Elder (Guest)
David Tucker	Lead in Worship	Minister (Guest)
Lou East	Prayer of Ordination	Minister
Kelly Stewart	Prayer of Installation	Elder

E. Mrs. Shoffner was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

Presbytery proceeded with the examination of E. Neal Carter, Jr., Donald T. Fowler, Robert Curtis Fussell, Myung-Sung Han, William A. Leist, and Ernest T. Thompson.

RECEPTION OF E. NEAL CARTER, JR.

ACTION:

3. Presbytery approved the committee and floor examination of E. Neal Carter, Jr. in accordance with Book of Order (G-11. 0402).

A. The Reverend E. Neal Carter, Jr. was received into Salem Presbytery from Coastal Carolina Presbytery to accept the call of First Presbyterian Church, Mocksville, North Carolina, to serve as Pastor.

B. His credo which follows was approved:

I believe in one eternal sovereign God alone. While God is one in substance, God is yet distinct in three persons. This relationship is revealed to us in scripture as Father, Son, and Holy Spirit. God is the creator of all things. God created the world and called it "Good." However, sin entered the world as humanity sought, and seeks, to claim authority over its existence. In this rebellious endeavor, people find themselves isolated from God and each other. In this brokenness, humanity is in need of restoration back to God.

Jesus Christ, the eternal Son of God, emptied Himself of His position of glory to be found in human form to fulfill the work of God's reconciliation for all humanity. Jesus, who is Emmanuel, lived among and shared in all of humanity's needs, temptations, joys, and sorrows. In fulfilling God's will, Jesus became obedient to the point of death on a cross. He rose again from the grave, affirming His messiahship and claiming victory over sin for all people. His life, death, resurrection, and ascension not only overcame sin, but also overcame the guilt of sin--in Christ there is no condemnation. In return for Jesus' gifts of redemption and grace, loving obedience is humanity's appropriate response to God.

God, the Holy Spirit, is the agent that directs and guides the community of faith in this response of loving obedience. The Spirit provides the courage and the ability for the community of faith to be a devoted witness of God's grace and mercy in a broken world. The Holy Spirit is the intercessor for the people of God when they are unsure how to pray according to the will of God. The Holy Spirit also provides comfort for the community of faith; for in the Spirit, the faith community is bound together to form the family of God.

This community of faith consists of those who are a part of the universal Church. Believers throughout all of history--past, present, and future--share in one fellowship with Christ and with one another. The kingdom of God was inaugurated with the coming of Jesus the Christ. Its consummation is yet to be fulfilled by the Christ's return. The community of faith that dwells within this kingdom of God is to live each day with hope and expectation as it eagerly awaits the complete redemption of all creation. As Presbyterians, we rely on scripture, on the confessions of our church, and on the guidance provided by our Book of Order for instruction in this life of hope and expectation.

Along with this guidance, scripture, the written word of God, records the journey of God's faithful. This word of God directs us to the Word of God: Jesus the Christ. In scripture, the parameters for faith and practice are revealed to the community of faith. The holy scriptures, illumined by the Spirit, can interpret themselves in spite of all human limitations. In scripture God's merciful encounter with humanity in different places, times, and ways is brought to light.

As scripture reveals God's grace, the Sacraments, when placed with the proclaimed word of God, are enactments of God's grace and love for humanity. Holy Baptism is an illustration of God reaching out to sanction God's covenant even before humanity can reach out to God. Baptism is the public entrance into the church community and marks one as Christ's very own. The Lord's Supper is a simple meal of wine and bread that is a sign and seal of God's sustaining grace for those who partake of this meal. In partaking of this meal, one remembers Jesus' death and resurrection until He comes. At Table, the Church is nourished by Christ's unceasing love and enduring presence.

As the community of faith remembers Jesus' death and resurrection in the Lord's Supper, hope abounds for the body of Christ; Christ has overcome death for the Church. In Christ's resurrection, the Church has the assurance that the power of death shall not prevail against it. Hope also prevails in that His resurrection provides confidence that Jesus is with the Church even in times of daily distress. Thus, as the church is elected to salvation, it is free to work in the world for justice, reconciliation and hope for all humankind.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. carter and First Presbyterian Church, Mocksville, NC, effective August 9, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$27,678.00
Housing Allowance	10,000.00
Automobile Expense Reimbursement	3,900.00
Education/Book Reimbursement	1,100.00

Board of Pensions	PROVIDED
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

D. The following Administrative Commission was approved to install the Reverend Edward Neal Carter, Jr. at First Presbyterian Church, Mocksville, North Carolina, on October 25, 1998, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
David Tucker	Preach the Sermon	Minister (Guest)
Hank Van Hoy	Charge the Minister	Elder
Leland Richardson	Charge the Congregation	Minister
Eleanor Brown	Lead in Worship	Elder
Lib Cornatzer	Lead in Worship	Elder
Mary Holmes Banner	Prayer of Installation	Minister (Guest)

E. Mr. Carter was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF JOHN DONALD FOWLER

ACTION:

4. Presbytery approved the committee and floor examination of John Donald Fowler in accordance with Book of Order (G-11.0402).

A. The Reverend John Donald Fowler was received into Salem Presbytery from West Virginia Presbytery to accept the call of Bethel Presbyterian Church, McLeansville, North Carolina, to serve as Pastor.

B. His credo which follows was approved:

I believe in One True Living Triune God; In Creed and Relationship, as Father, Son, Holy Spirit; in Deed and Mighty Acts as Creator, Savior, Empowerer.

I believe that Jesus is the Christ, the Messiah, the Second Person of Trinity, the only Savior of Humankind, and Lord of Life; and the Key to the meaning of life; the Forgiver of Sin, whose Birth, Life, Death on the Cross, Resurrection, from the Dead, Ascension, and Return to this planet, give life its point; that Jesus Christ is the Center Piece of all of our Confessions.

I believe that the Holy Spirit is the Third Person of the Holy God-head and-- is God everywhere and--brings gifts to humankind, such as the Church, Faith, Love, Hope, and various spiritual Joys.

I believe that the Bible is a gift of the Holy Spirit to be used by the Christian and the Church for Faith, Practice, and Guidance.

I believe that the Church is Christ's Body on Earth made up of redeemed sinners to do the Will of God. The Church and Christians can make a difference in the World.

C. Presbytery approved the establishment of a Pastoral relationship between Mr. Fowler and Bethel Presbyterian Church effective September 1, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$24,000.00
Housing Allowance	3,250.00
Automobile Expense Reimbursement	2,500.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend John Donald Fowler at Bethel Presbyterian Church, McLeansville, North Carolina, on November 1, 1998, at 7:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
James Rissmiller	Preside & Propound the Constitutional Questions	Minister
George Carpenter	Preach the Sermon	Minister
Marsha Hooks	Charge the Minister	Elder
Lucius Gray	Charge the Congregation	Elder
Sharon Smith	Lead in Worship	Elder
Edna May	Prayer of Installation	Elder

E Mr. Fowler was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ROBERT CURTIS FUSSELL, III

ACTION:

5 . Presbytery approved the committee and floor examination of Robert Curtis Fussell, III in accordance with Book of Order (G-11.0402).

A. The Reverend Robert Curtis Fussell, III was received into Salem Presbytery from Abingdon Presbytery to accept the call of Hawfields Presbyterian Church, Mebane, North Carolina, to serve as Pastor.

B. His credo which follows was approved:

I believe in Jesus Christ, God's Son our Lord, and in the Holy Spirit, God's Spirit our Comforter, in order to perceive and understand that God the Almighty is the Creator of life at the beginning, in the present and in the future. It is the hope flowing from this belief that sustains my faith.

I believe in one God who is revealed in three inter-relations as Father, Son and Spirit. The essence of my faith centers on who God is as revealed in the history of Israel, in the gospel presented in Jesus Christ, and in the history of the Church in the power of the Spirit.

God's claim on us and love for the world is revealed in the steadfast covenant God made with Israel. The history of that covenant reveals who God is and who we are as the people of God. That history of revelation culminates in Jesus Christ. Through the Word and life of Jesus Christ in deeds of mercy and admonition, even to death on the Cross made merciful by His resurrection, He gave us the full revelation of who God is and who we are called to be as His covenant partners.

I believe God is still creating, still interacting with His creation and covenant partners. God still comes to us by the power of the Holy Spirit in the Word of God teaching us the way to be truly human which God made known fully in Jesus Christ. The Holy Spirit revives my faith, teaches me how to pray and stirs the Church to remain steadfast in living out the will of God. It is by the Holy Spirit that our Lord is head of the Church. It is by the Holy Spirit that the Church hears the continuous calling to be a servant people before God.

Through the body of Christ, I am given support to maintain the obedience necessary to walk the way which points to Christ. In this community the reconciling work of God in Jesus Christ is witnessed to and given form in the world.

C. Presbytery approved the establishment of a Pastoral relationship between Robert Curtis Fussell, III and Hawfields Presbyterian Church effective November 1, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$27,500.00
Housing Allowance	8,250.00
Automobile Expense Reimbursement	3,250.00
Study Leave Reimbursement	1,000.00
Dental Insurance	900.00
Manse Equity Allowance	2,000.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED
Four weeks vacation	Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend Robert Curtis Fussell, III at Hawfields Presbyterian Church, Mebane, North Carolina, on November 1, 1998, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Michael Warren	Preside & Propound the Constitutional Questions	Minister
Genie V. Martin	Preach the Sermon	Minister
Carol Fisher	Charge the Minister	Minister (Guest)
A. B. Plexico	Charge the Congregation	Minister
Thomas Vinson	Lead in Worship	Elder
Sam Jenkins	Lead in Worship	Elder
Paul Davis	Prayer of Installation	Elder

E. Mr. Fussell was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF MYUNG-SUNG HAN

ACTION:

6 . Presbytery approved the committee and floor examination of Myung Sung Han in accordance with Book of Order (G-11.0402).

A. The Reverend Myung Sung Han was received into Salem Presbytery from Cincinnati Presbytery to accept the call of Korean First Presbyterian Church, Greensboro, North Carolina, to serve as Associate Pastor.

B. His credo which follows was approved:

I believe in God *Shaddai (El-Shaddai).* In everlasting love God created the universe, and male and female in God's image. But we disobey and rebel against God distorting the nature and humanity, discriminating and making barriers among people. Nevertheless, God did not forsake us. In everlasting love God tried to restore creation through Israel, and sent us the only Son, Jesus Christ.

I believe in Jesus Christ, the Son of God, who emptied Himself, took the human form and obeyed God to the point of death on the cross, in order to save us. God raised Him from the dead, vindicating His righteousness, and delivering us to eternal life. Through the life, death, and resurrection of Jesus we witness the redeeming act of God, and how we ought live as the children of God.

I believe in God the Holy Spirit who is in us, empowering and renewing life. The Holy Spirit justifies us by grace through faith, and leads us to reconcile with God and with neighbor. The Holy Spirit gives different gifts to believers, in order to bind them together to build the one body of Christ, the Church.

I believe in the church universal, the body of Christ, where Christ is present bu the power of the Holy Spirit. God sets the church in the world to share God's labor of reconciliation. The church continues to do the works of Jesus Christ. That is the mission of the church and the very reason for the church to be existed in the world.

I believe in the Bible is the word of God. Despite that the Scripture is conditioned by language, human thoughts, literary forms of time, history and customs, it gives unique and authoritative witness of God to believers under the guidance of the Holy Spirit. God's word is spoken to the church where the Scripture is faithfully preached and studied so people turn to God.

I believe in the sacraments that represent God's reconciliation. Baptism with water represents not only cleansing from sin, but also dying with Christ and a joyful resurrection with Him to new life. We celebrate the Lord's Supper for the reconciliation with God and with one another. We partake in Christ Jesus' death and resurrection as we eat the bread and drink the wine, and we receive the benefits of His death and resurrection.

I believe the Presbyterian church as faithful, democratic and effective order for the sake of mission that God has entrusted us to do.

C. Presbytery approved the establishment of an Associate Pastor relationship between Mr. Han and Korean First Presbyterian Church effective November 8, 1998; approved the Terms of Call (listed below); and the Call was placed in his hands. The Committee on Ministry is satisfied that this congregation has complied with the EEO provisions of the Book of Order (G-11.0502g.) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call.

Salary	$22,000.00
Housing Allowance	8,000.00
Automobile Expense Reimbursement	3,100.00
Education/Book Reimbursement	1,100.00
Board of Pensions	PROVIDED
Moving Costs	PROVIDED

Four weeks vacation　　Two weeks study leave

D. The following Administrative Commission was approved to install The Reverend Myung-Sung Han at Korean First Presbyterian Church, Greensboro, North Carolina, on November 8, 1998, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Hewon Han	Preside & Propound the Constitutional Questions	Minister
Syng Man Rhee	Preach the Sermon	Minister (Guest)
James Rissmiller	Charge the Minister	Minister
Glenn Farthing	Charge the Congregation	Elder
Jae Chung	Lead in Worship	Minister
Ann Jahnes	Prayer of Installation	Minister
Moon Won Suh	Prayer in Worship	Elder
Seung Tae Lee	Congratulatory Remarks	Minister (Guest)

E. Mr. Han was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM A. LEIST

ACTION:

7. Presbytery approved the committee and floor examination of William A. Leist in accordance with Book of Order (G-11.0402).

A. The Reverend William A. Leist, honorably retired minister, was received into Salem Presbytery from Greater Atlanta Presbytery.

B. His credo which follows was approved:

Who is my Lord and Savior?
Jesus Christ is my Lord and Savior!

Who is Jesus Christ?

Jesus Christ is the revealed Son of God the Father Almighty, Creator, Sustainer of the universe, Determiner of all history who has condescended into our history, supremely so in the person of His Son Jesus Christ. Jesus was born into a particular time and place of history, thereby illuminating all history, redirecting history to conform with God's original intention.

How do we know Jesus Christ? We know Him through the Spirit whom the Father has sent to interpret to us all things concerning God's self. The Spirit reveals the Father and the Son through written Word and living Presence. Likewise does the Spirit apply to our hearts the benefits of Jesus salvific work, enabling us to call God 'Abba, Father', interceding for us with the Father with sighs too deep for words, and enabling us more and more to die unto sin and live unto God.

All that the Spirit teaches us about Jesus and the Father is either revealed in, or to be tested by, Holy Scripture. The Scripture is the written record of God's activity in history, the authority for belief and practice, both for the church and the world.

The Spirit creates a community, the Church, to be the visible, viable body of Christ to each other and to the world. To this community God has given a commission, charisms of the Spirit, and all authority in heaven and on earth to tell the world, in word and deed, that Jesus Christ is Lord, to the glory of God the Father.

When the telling is accomplished to the satisfaction of God the Father, then all history will be gathered, all things summed up in Him who is the Alpha and Omega, even Jesus. We and all those who have believed will be gathered from all places, from all generations, to surround the throne of God, there to sing perfect alleluias to Father, Son, and Holy Ghost.

Because Jesus Christ is my Lord and Savior, my greatest anticipation is that I shall have a place in that Choir!

C. Mr. Leist was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF ERNEST T. THOMPSON

ACTION:

8. Presbyter approved the committee and floor examination of Ernest T. Thompson in accordance with Book of Order (G-11.0402).

A. The Reverend Ernest T. Thompson, honorably retired minister, was received from West Virginia Presbytery.

B. His credo which follows was approved:

I believe there is a God who has revealed Himself in Jesus Christ to all to whom faith is given. In Jesus Christ, what God is like can be seen. God is good. God is great.

I believe God also reveals Himself to us in His works of creation and in His mighty deeds done in history, and in words spoken and written by the prophets and writers of holy Scripture found now preserved in the Bible.

I believe God can do whatever it pleases Him to do. He is sovereign. He rules. He is almighty. He is the creator, having brought the universe into being and sustains it and continues to work with it.

Not only is God a God of creation, but a God of redemption, offering to us salvation from our sinfulness. Apart from God's grace, we are "dead in sin" and without hope. But the good news of the gospel is that God so loved the world that He gave His only begotten Son that we might not perish but have eternal life.

In Christ, God calls us to be a people sharing this good news and to continue through the power given in the Holy Spirit to engage in the ministry of preaching, teaching, healing, and doing good that Jesus began in His earthly ministry. I believe in the Church and its mission, and think the Presbyterian Church (U.S.A.) is the right and best place for me to exercise my Christian discipleship and responsibilities.

COMMITTEE ON MINISTRY

Hervey Martin and Jim Rissmillmer, Co-Moderators

A. COMMITTEE ACTIONS REPORTED FOR THE INFORMATION OF PRESBYTERY

INTERIM PASTOR RELATIONSHIPS

1. Concurred with the action of the Session of St. James Presbyterian Church, Greensboro, North Carolina, in securing The Reverend John Lucius Pharr, Sr. as Interim Pastor for a six-month period beginning September 1, 1998.

2. Concurred with the action of the Session of Mebane Presbyterian Church, Mebane, North Carolina, in securing The Reverend Edward Cox Wilson as Interim Pastor for a one-year period beginning September 1, 1998.

3. Concurred with the action of the Session of Bethesda Presbyterian Church, Statesville, North Carolina, in securing The Reverend Robert O. Freeman as Interim Pastor for a nine-month period beginning August 1, 1998.
4. Concurred with the action of the Session of the First Presbyterian Church, Mt. Airy, North Carolina, in securing the Reverend Tom Bagnal as Interim Pastor for a six-month period beginning November 1, 1998.

5. Concurred with the action of the Session of Prospect Presbyterian Church, Mooresville, North Carolina, in extending the services of the Reverend Fred Sanford as Interim Pastor through May 15, 1999.

TRIENNIAL VISITATIONS FOR 1998

6. There have been additional Triennial Visitations for 1998 (Appendix D, pp. 208-209).

DESIGNATED PASTOR

7. The Committee On Ministry has concurred with the establishment of a Designated Pastor relationship for the Shiloh Presbyterian Church, Burlington, North Carolina, and has approved Mrs. Shadra Suzanne Shoffner to be elected as a Designated Pastor for a term of not less than two but not more than four years per G-14.0501g.

B. ACTIONS ON BEHALF OF PRESBYTERY TO BE ADMITTED TO RECORD

PERMISSION TO LABOR INSIDE THE BOUNDS OF SALEM PRESBYTERY

8. The Reverend John Lucius Pharr (a member of National Capital Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for a six-month period while serving as Interim Pastor at St. James Presbyterian Church, Greensboro, North Carolina, beginning September 1, 1998.

9. The Reverend Edward Cox Wilson (a member of Charlotte Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for a one-year period while serving as Interim Pastor at Mebane Presbyterian Church, Mebane, North Carolina, beginning September 1, 1998.

10. The Reverend James Brown (a member of New Hope Presbytery) was granted permission to labor inside the bounds of Salem Presbytery for an additional year as Stated Supply at Mebane First Presbyterian Church, Mebane, North Carolina, December 31, 1998, through December 31, 1999.

PERMISSION TO LABOR OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

11. The Reverend Francis Rivers Meza was granted permission to labor outside the bounds of Salem Presbytery to serve as Chaplain Supervisor at Parkland Memorial Hospital, Dallas, Texas.

12. The Reverend Linda Blessing was granted permission to labor outside the bounds of Salem Presbytery to serve as Interim Pastor at the Fairview and Dinwiddle Presbyterian Church, Hillsville, Virginia, for a one-year period.

MINISTERS TRANSFERRING TO ANOTHER PRESBYTERY

13. The Reverend Kurt Johnston was transferred from Salem Presbytery to New Castle Presbytery to serve as Pastor of the First Presbyterian Church, Milford, Delaware, effective October 25, 1998.

14. The Reverend Lisa Nelson was transferred from Salem Presbytery to Charlotte Presbytery to serve as Associate Pastor of the Philadelphia Presbyterian Church, Mint Hill, North Carolina, effective August 15, 1998.

15. The Reverend Robyn Garrison McMullen was transferred to the Wabash Valley Presbytery to serve as Associate Pastor of the Sunnyside Presbyterian Church, South Bend, Indiana.

16. The Reverend Rick Wurst was transferred from Salem Presbytery to National Capital Presbytery to serve as Pastor of the St. Andrews Presbyterian Church, Purcellville, Virginia, effective November 9, 1998.

DISSOLUTION OF PASTORAL RELATIONSHIPS

17. Dissolved the pastoral relationship between The Reverend Curtis Patterson and the First Presbyterian Church, Thomasville, North Carolina, effective December 31, 1998.

18. Dissolved the pastoral relationship between The Reverend Paul Ridolfi and the First Presbyterian Church, Mt. Airy, North Carolina, effective October 31, 1998.

19. Dissolved the pastoral relationship between The Reverend Jerold D. Shetler and the First Presbyterian Church, Greensboro, North Carolina, effective January 1, 1999.

20. Dissolved the pastoral relationship between The Reverend Murv' Gardiner and the Beulah Presbyterian Church, Wilkesboro, North Carolina, effective October 15, 1998.

21. Dissolved the pastoral relationship between The Reverend Robert Jeffords and the Covenant Presbyterian Church, Winston-Salem, North Carolina, effective November 1, 1998.

22. Dissolved the pastoral relationship between The Reverend Robert Matthews and the Fieldstone Presbyterian Church, Mooresville, North Carolina, effective December 31, 1998.

. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY THAT REQUIRE DISCUSSION AND ATTENTION

APPOINTMENT OF ADMINISTRATIVE COMMISSION

ACTIONS:

9. Salem Presbytery appointed an Administrative Commission to....inquire into and settle the difficulties...(G-9.0503a(3) within the Elkin Presbyterian Church of Elkin, North Carolina; that this Administrative Commission be appointed by the Moderator and Stated Clerk of Presbytery; the powers of this Administrative Commission are those stated in the *Book of Order*.

G-11.0103n "to...remove, and discipline ministers..."
G-11.0103o "to establish the pastoral relationship and to dissolve it at the request of one or both parties, or when it finds that the Church's mission under the Word Imperatively demands it;"
G-11.0103s " to assume original jurisdiction in any case in which it determines that a session cannot exercise its authority."
G-11.0103x "to review session's minutes and records at least once each year."

MODERATORS OF SESSION

10. The Reverend Philip Pogue was appointed Moderator of Session for Sparta Presbyterian Church, Sparta, North Carolina.

11. The Reverend Erica Durham was appointed Moderator of Session for First Presbyterian Church, Mt. Airy, North Carolina.

12. The Reverend Edward Wilson was appointed Moderator of Session for Mebane Presbyterian Church, Mebane, North Carolina.

13. The Reverend Laura M. Spangler was appointed Moderator of Session for Lloyd Presbyterian Church, Winston-Salem, North Carolina.

14. The Reverend Judson Milam was appointed Moderator of Session for Covenant Presbyterian Church, Winston-Salem, North Carolina.

15. The Reverend Dan Wilkers was appointed Moderator of Session for Oldtown Presbyterian Church, Winston-Salem, North Carolina.

STATED SUPPLY RELATIONSHIP

16. The Reverend Laura M. Spangler was appointed Stated Supply of Lloyd Presbyterian Church, Winston-Salem, North Carolina, for a one-year period beginning August 1, 1998.

HONORABLE RETIREMENT

17. Salem Presbytery concurred with the request of the Reverend S. Curtis Patterson to be honorably retired effective December 31, 1998, and a retirement service be held at the meeting of Presbytery on February 6, 1999.

18. Salem Presbytery concurred with the request of the Reverend Jerold D. Shetler to be honorably retired effective January 1, 1999, and a retirement service be held at the meeting of Presbytery on February 6, 1999.

19. Salem Presbytery concurred with the request of the Reverend Jeannette G. Rodenbough to be honorably retired effective September 18, 1998, and a retirement service be held at the meeting of Presbytery on February 6, 1999.

PASTOR EMERITUS

20. Salem Presbytery approved the election of the Reverend Jerold D. Shetler as Pastor Emeritus of the First Presbyterian Church, Greensboro, North Carolina, per G-14.0605.

COMMITTEE ON PREPARATION FOR MINISTRY
Maggi Henderson & Dennis Sebesan, Co-Moderators

ACTION:

21. Salem Presbytery examined Jacqueline Lynn Kunkle for candidacy and upon successful completion of her examination and following affirmative answers to the constitutional questions proposed by the Moderator (G-14.0305f), she was received as a candidate effective August 13, 1998.

CELEBRATION OF HONORABLE RETIREMENT

Presbytery joined in a time of celebration for the honorable retirement of the Reverend James T. Frazier. The Reverend Jim Wilson spoke of Mr. Frazier's life and contributions to the Church. John Wilkerson, Interim Executive Presbyter/Stated Clerk, presented him a framed Certificate of Retirement.

LUNCH

Presbytery was adjourned with prayer for lunch at 12:30 p.m.

AFTERNOON SESSION

The Moderator reconvened the Presbytery at 1:45 and the Reverend Frank Dew led the prayers of Thanksgiving and Intercession and the dedication of the Two-Cents-A-Meal/Pennies for Hunger Offering.

GRANDFATHER HOME FOR CHILDREN

Mr. Jim Swinkola presented an informative and sometimes entertaining report regarding the work of Grandfather Home.

CRESTWOOD ADMINISTRATIVE COMMISSION
Angus McGregor, Moderator

I. Background

Salem Presbytery, at its February 1, 1997, Stated Meeting, directed its moderator to appoint an administrative commission to "inquire into and settle the difficulties within the Crestwood Presbyterian Church, High Point, NC." The moderator subsequently appointed the following persons to that Commission: Angus W. McGregor (m), Moderator, Lou East (m), Ken Lesley (e), Bettie Perryman (e), Dennis Sebesan (m), David Sutton (m), Marjorie Ward (e), and Sam Zealy (e). The Commission met for a total of sixteen hours between March 20, 1997, and August 18, 1998.

Early in its process, the Commission determined that it had two goals: (1) Assist the congregation and its pastor to resolve the impasse in their relationship and (2) work with the Crestwood Session in getting a direction for the future health of the congregation. The first six months of the Commission's work was directed toward resolving the impasse. That was accomplished. A severance package was negotiated; the pastoral relationship was dissolved; and the pastor moved.

The Commission then devoted its attention to the working with the Session on a future direction for the congregation. In August 1997 the Reverend George Carpenter was employed as part-time interim pastor with the congregation with the presbytery sharing in the cost. Under Mr. Carpenter's leadership the congregation demonstrated a renewed vitality and hope for the future. During the first quarter of 1998, the Commission and the Session jointly developed a plan of redevelopment for the congregation. That plan proposed a partnership between the Presbytery and the congregation and called for a designated pastor for the congregation. This proposal was submitted to the Redevelopment Work Group of the Church Growth and Enrichment Cluster of the Presbytery but was not accepted due to the Cluster's plan to initiate a new church development in the area of High Point where Crestwood Presbyterian Church is located.

The Commission took action supporting the new church development and presented the following options to the Crestwood Session:

1. Participating in The New Church
    - A. As the plan for the new church develops and at an appropriate time, request Salem Presbytery to dissolve it as a congregation and use its resources in the development of a new church.
    - B. Continue with a part-time interim pastor and when the new church begins gathering invite the new group to use the Crestwood facilities for its programs.
2. Continuing as a Separate Congregation
    - A. Utilize a part-time interim pastor and request the Small Church Task Group of the Presbytery for financial assistance with compensation.
    - B. Should the congregation reach a size and vitality to warrant a full-time minister, request the Presbytery's Committee on Ministry for permission to initiate a search for a pastor.
    - C. Should the congregation not merit a full-time pastor, utilize other temporary supply arrangements.

II. Recommendations

ACTIONS:

22. The Administrative Commission for Crestwood Presbyterian Church was dissolved.

23. Salem Presbytery's Church Growth and Enrichment Cluster continue in relationship with the Crestwood Presbyterian Church as it implements its plan for a new church in that area of High Point toward the goal of facilitating a constructive relationship between Crestwood and the new congregation.

EDUCATIONAL MINISTRIES CLUSTER

David Bates, Moderator of the Youth Ministries Task Group of the Educational Ministries Cluster, and youth participant Alex Collier reported on the Youth Triennium held July 21-26, 1998. Mr. Bates assured the Presbytery that the future of the Presbyterian Church (U.S.A.) Is in good hands.

NOMINATING COMMITTEE

Ruth Lenger & Jim Price, Co-Moderators

ACTION:

24. Salem Presbytery elected the following persons to the Clusters and Committees as indicated:

CHURCH GROWTH & ENRICHMENT CLUSTER

Moderator: Mr. Bill Cleveland	Westminster (Greensboro)

Class of 2001

Mr. Bill Cleveland	Westminster (Greensboro)
Rev. Steve McCutchan	Highland
Mr. Al Lee	Greensboro First

COMMITTEE ON REPRESENTATION

Class of 2001

Ms. Muriel Ward	Alamance
Mr. Otis Scott	Beulah

COUNCIL CLUSTER

Class of 2000

Mr. Emmett McCall	Winston-Salem First

Class of 2001

Rev. Linda Blessing	Member-at-Large

EDUCATIONAL MINISTRIES CLUSTER

Class of 2000

Ms. Bernice Heaggans	Mt. Tabor

Class of 2001

Ms Kathy Reagan	Clemmons
Rev. Genie Martin	Burlington First
Rev. Marvin Lindsay	John Calvin

MINISTRY CLUSTER

COMMITTEE ON MINISTRY

Class of 1998

Rev. Margie Boyd	Guilford Park
Mr. Garrett Henson	Winston-Salem First

Class of 2001

Rev. Margie Boyd	Guilford Park
Rev. Fred Horner	Greensboro First
Mr. Jack Trawick	Parkway
Rev. Cynthia Keever	Hood Theological Seminary
Rev. Joe Spears	Mt. Tabor/Cameron
Mr. Garrett Henson	Winston-Salem First
Ms. Elizabeth Scott	Beulah

EXAMINATIONS COMMITTEE

Class of 1999

Rev. Donna McClellan	Winston-Salem First

Class of 2000

Ms. Nelloise Watson	St. James

Class of 2001

Rev. David Kivett	Reidsville First
Mr. Marshall Taylor	Mebane

PREPARATION FOR MINISTRY

Class of 2001

Rev. Chris East	Member-at-Large
Rev. Robert Herron	Presbyterian Counseling Center
Dr. John Larson	Salisbury First
Rev. Dennis Sebesan	Lexington First

PERMANENT JUDICIAL COMMISSION

Moderator: Mr. Fred Ward Parkway

Class of 2004

Ms. Cora Massey	St. Paul (High Point)
Mr. Fred Ward	Parkway

SELF DEVELOPMENT OF PEOPLE

Moderator - 1999: Ms. Elaine Handley

Class of 2000

Rev. Louise Farrior	Retired

Class of 2001

Ms. Elaine Handley	Highland

SHALOM CLUSTER

Moderator - 1999: Rev. David Sutton Guilford Park

Class of 1999

Rev. Jonathan Freeman	Springwood

Class of 2001

Rev. Ernest Bradford	Retired
Ms. Elaine Buie	Church of the Cross
Rev. Jamie Pharr	Member-at-Large
Mr. Horace Penn	Eden First
Ms. Pat Stephens	Hope View
Rev. David Sutton	Guilford Park

WORLDWIDE MINISTRIES CLUSTER

Moderator - 1999: Rev. Phil Beck Memorial

Class of 2001

Mr. Randy Hite	Vandalia
Rev. Cindy Higgins	Westminster (Greensboro)
Rev. Frank Collier	Retired
Rev. David Carriker	Third Creek

ACTION:

25. The Council Cluster was given permission to act on behalf of Presbytery until the February meeting of Presbytery to fill remaining vacancies in the structure as recommended by the Nominating Committee.

ACTIONS:

26. The following 1998 Alternate Commissioners were elected Principal Commissioners to the General Assembly meeting in Fort Worth, Texas, June 19-26, 1999:

Ministers

Rev. Carlton A. G. Eversley	Dellabrook
Rev. David L. Henry	Vandalia
Rev. Stephen P. McCutchan	Highland

Elders

Ms. Miriam McNeely	Mooresville First
Judge William Neely	Dogwood Acres
Dr. Eui Park	Korean First
Ms. Muriel Ward	Alamance

27. The Reverend Russell H. Ritchel, Jr. (Winston-Salem First) be elected as a Minister Commissioner to the 1999 General Assembly to replace the Reverend Lisa T. Nelson (1998 Alternate Minister Commissioner) who has moved her membership to another Presbytery.

28. The Nominating Committee was authorized to secure a Youth Advisory Delegate to the 1999 meeting of the General Assembly.

COUNCIL CLUSTER
Mack Dagenhart, Moderator

Your Council Cluster met in July, August, September, and October.

Council reports:

1. Council granted the Northwest Area Health Education Center's request for mailing labels for the 155 churches in Salem Presbytery, with the provision that AHEC use the mailing list only one time, and that the list is not to be given to any other agency.

2. In response to reports over the last few months on the status of antiquated computer office equipment, recent breakdowns, staff uprisings, etc., Council authorized the Interim Executive Presbyter to proceed with meeting the computer needs in Presbytery's office, including soliciting the remaining funds needed and supervising the purchase of new equipment.

3. Council established a Property Oversight Task Group of five. Persons who live near to the Presbytery office have been contacted and indicated willingness to serve on the group. The Task Group will oversee the office and equipment, the office building, Presbytery owned vehicles, and the grounds around the building.

4. The amount of $15,200 from the Bicentennial Fund designated for campus ministry has been invested in the Balanced Growth Fund of the Presbyterian Church Foundation to establish the Salem Presbytery Campus Ministry Fund.

5. Mike Warren is now a licensed National Trainer for the Leadership Effectiveness Analysis Instrument.

6. The G. A. Church Financial Campaign Service is asking each Presbytery and Synod to provide three to five projects that congregations seeking their services could support over the next three years — with a description and amount needed for each project.

7. Presbytery's Resource Center now has a video of six Presbyterian Church (U.S.A.) advertisements.

8. Council granted the request of Paul Kennedy, Executive Director of the Winston-Salem Downtown Church Center, that Salem presbytery be listed as a supporter of a "Faith Acts As Welfare Changes" Conference to be held on November 5, 1998, and directed that publicity about the conference be included in the next "Sampler". (No financial support is being requested, since it is being sponsored and funded by the Forsyth County Department of Social Services. The purpose for the Presbytery being listed as a supporter is to encourage members of Presbyterian churches to attend.)

9. Council approved Evelyn Edwards (Greensboro First), Sammie Braxton (High Point First), Steve Lindsley (Lexington First), Cassandra Morrow (St. James), and John Johnson (Burlington First) to serve on the Joint Interim Camp Committee with New Hope Presbytery.

10. Council approved celebration of the Lord's Supper at meetings of the North Carolina Pilgrimage on September 26, October 10, and October 15-18.

11. Council approved paying the expenses (about $750) of Presbytery Moderator Russ Ward to a conference on Presbyterian understanding of the Bible, called by G. A. Moderator Douglas Oldenburg, to be held in Louisville, KY, on November 13-15, 1998.

12. Acting as the Trustees of Salem Presbytery, Council concurred with the request of the Department of History and Records to transfer records of our Synod and Presbytery and their predecessors from Philadelphia to Montreat.

13. Council approved Presbytery's paying expenses for staff to set up on the Friday before the meeting, and to stay overnight (instead of having to return to Clemmons).

14. After adding the following action on Page 73, Council approved the minutes of the July 18, 1998, meeting of Salem Presbytery:

> "Presbytery granted permission for Joseph Brown, Commissioned Lay Pastor assigned to the Dogwood Acres Church, to moderate the session of the congregation under the supervision of the Reverend Sam McGregor, Presbytery appointed Moderator; and to administer the sacraments of the Lord's Supper and Baptism. (Please see Book of Order G-14.0801c, 1-5.)
>
> Presbytery also referred the utilization of Commissioned Lay Pastors to the Committee on Ministry for further study and recommendations."

15. Council approved the request of the First Presbyterian Church of Reidsville to purchase property, and also to sell a portion of that property.

16. Council adopted "a recommended procedure for responding to complaints or requests for action received from churches or individuals" as a procedure for Council to use in responding to such complaints or requests.

17. Council approved in concept the creation of a board (with New Hope Presbytery) to be responsible for the operation of Camps New Hope and Presbyterian Point, and a Board to be responsible for the operation of Camp Albemarle.

    NOTE: Salem Presbytery will have representation on the board for Camps New Hope and Presbyterian Point only, as they are the only two camps owned jointly by our two Presbyteries.

    NOTE: The responsibilities of such boards would be similar to that which Salem Presbytery has with the Presbyteries of Charlotte and Western North Carolina regarding Camp Grier.

    NOTE: Both Presbyteries will be equally represented on the Boards.

18. Council approved the 1997 Salem Presbytery Audit (Appendix E, pp. 210-221). Copies of the audit are available in the office of Presbytery.

19. Council approved increasing the cost of lunch at Presbytery Meetings after October 24, 1998 from $5.00 to $6.00 per person.

20. Council accepted the invitations of First Presbyterian Church, Greensboro to host the February Presbytery meeting, (We are still seeking an invitation for April, 1999), and of Barium Springs Home for Children for July, 1999. (Council has already accepted the invitation of First Church, Burlington for October, 1999.)

PERSONNEL FUNCTION GROUP - Bob Finley, Moderator

We are still looking for qualified candidates for three Volunteer In Mission positions and have advertised in the Salem Sampler again in September and October. These are part-time unpaid positions with travel and training expenses covered. They would be involved with programs in the areas of hunger action, evangelism, and the environment. Any interested candidates are asked to contact the Presbytery office.

A triennial evaluation was conducted with Michael Warren, Associate Presbyter for Care and Development of Leadership at the August 4 meeting of the Function Group. Evaluation forms were sent to persons with whom Reverend Warren has worked in the recent past, including for the first time Presbytery staff personnel. Twenty-three evaluation forms were submitted. Those responding were asked to evaluate Mike on self-understanding, motivation, emotional strength, racial/cultural adaptability, interpersonal relationships, leadership, weaknesses, and professional ability.

One hundred twenty-six outstanding or good marks were received, eighteen satisfactory, and only ten less than satisfactory. Almost without exception, supplemental comments were complimentary. The Function Group recognizes that Reverend Warren is in a position of considerable stress, where he often has to deal with parties in conflict with one another, where one of the parties may be dissatisfied with the outcome. We believe that under these circumstances it is commendable that he receives comments like the following: "A lesser person could not have lasted as long as Mike has"..."He has attended very antagonistic meetings with our session and maintained a demeanor of dignity and Christ-like behavior"..."He seems to be well received by other races and works well with them"..."Mike is very sensitive in this area"..."Mike has been willing to lead, assist, and help our church achieve reconciliation. He has been sensitive to a variety of strongly held feelings and opinions"... "He is very caring and compassionate person"... "Mike is a servant leader, but he also takes too much on himself...Sometimes I think he takes the fate of a church or pastoral relationship too personally, but I wouldn't want him to act nonchalantly about them either"..."I perceive a sense of call in Mike that I have not often observed in presbytery-level employees".

ACTIONS:

29. The Reverend Michael Warren was re-elected as Associate Presbyter for Care and Development of Leadership for a three-year period effective September 1, 1998.

30 . He was commended for his dedicated and faithful service and the Reverend Carter Shelley offered a prayer of thanksgiving and intercession for him.

BUDGET & FINANCE FUNCTION GROUP - Dick Orr, Moderator

ACTIONS:

31. Presbytery approved the attached Proposed 1999 Salem Presbytery Budget in the amount of $2,000,000 (Appendix F, pp. 222-225).

NOTE: Presbytery approval of this action will constitute a change in the terms of call for ordained staff members. Also, this increase over 1998 amounts changes the percentages given to higher governing bodies.

32. Any additional funds pledged beyond the $1,857,088 needed to balance the attached budget by January 1, 1999, will be used towards restoring the budgets of the Church Growth and Enrichment and Shalom Clusters to their 1999 askings.

BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE - John Truitt, Moderator

ACTION:

33. Presbytery accepted the report (subject to audit) of the Bicentennial Fund Accountability Committee (Appendix G, pp. 226-228) and dismissed the Committee with appreciation for its stewardship and faithfulness .

ACTIONS;

34. Presbytery approved the following hunger grants:

Crisis Control Ministry, Winston Salem	$5,000
Crisis Ministry of Davidson County	$5,000
Glenwood Presbyterian Church, Greensboro	$5,000
Second Harvest Food Bank, Winston Salem	$5,000

35. Presbytery approved the renewal of the covenant between Grandfather Home and Salem Presbytery and establishing covenants between Salem Presbytery and Davidson College, Barium Springs Home for Children, and Warren Wilson College (Appendix H, pp. 229-239).

36. Presbytery elected the following persons to serve on the Nominating Committee:

Co-Moderators: Rev. Ruth Lenger
Mr. Jim Price

Class of 2001:

Rev. Joe Spears	Mt. Tabor/Cameron
Rev. Sam Henderson	Jamestown
Ms. Margaret Marks	Calvary
Mr. Jim Price	Winston-Salem First
Mr. Robert Gilchrist	Shady Side

ADJOURNMENT AND BENEDICTION

There being no further business, the Fortieth Stated Meeting of Salem Presbytery was adjourned with prayer by Moderator Russ Ward at 3:15 p.m. The next Stated Meeting will be held on Saturday, February 6, 1999, at First Presbyterian Church, Greensboro, North Carolina.

Attested:
John A. Wilkerson Jr
John A. Wilkerson, Jr.
Interim Stated Clerk

APPENDIX A

SALEM PRESBYTERY
FORTIETH STATED MEETING
SPARTA ELEMENTARY SCHOOL
SPARTA, NORTH CAROLINA

DOCKET

October 24, 1998

VISION

With a devoted faith in Jesus Christ, Salem Presbytery has accepted God's call to witness to the way of our risen Savior and to serve Christ's own in the world. Undergirded and guided by God's Spirit, we seek together to strengthen the worship, work, and witness of Presbytery, our congregations and all our faithful to be the people of God spanning barriers of race, gender, class, and ethnic background.

MISSION

Salem Presbytery is called to fulfill the MISSION and GOVERNING responsibilities given us by Jesus Christ, the great Head of the Church, as interpreted by the Constitution of the Presbyterian Church (U.S.A.); that every one of us will be strengthened and equipped as faithful disciples of Jesus throughout the whole world.

Name Tag Color Code

Elder Commissioners	yellow dot
Ministers	green dot
Church Educators	red dot
Presbytery Staff	blue dot
Visitors	no dot

***Denotes Order of the Day**

Numbers in parentheses ( ) correspond to numbers in Packet materials

9:00		REGISTRATION	
***10:00**		**CALL TO ORDER**	*Moderator Russ Ward*
	(1.1)	WORSHIP/COMMUNION Preacher: Suzanne Shoffner	
		ORGANIZATION OF PRESBYTERY	
		Quorum	*John Wilkerson*
	(2.1)	Docket	*Mack Dagenhart*
	(3.1)	Omnibus Motion	*Mack Dagenhart*
		Welcome	
		Moderator's welcome to any corresponding members present and elders attending Presbytery for the first time	

		Ecumenical Visitor The Reverend Dr. James Pollard Pastor, First Baptist Church	
	(4.1)	Communications	*John Wilkerson*
11:00		MINISTRY CLUSTER	
	(5.1)	EXAMINATIONS COMMITTEE	*Dan Wilkers*
	(6.1)	COMMITTEE ON MINISTRY	*Hervey Martin*
	(7.1)	COMMITTEE ON PREPARATION FOR MINISTRY	*Maggi Henderson*
***12:15**	**(8.1)**	**RETIREMENT CELEBRATION** James T. Frazier	*Mike Warren*
***12:30**		**LUNCH**	
1:45		PRAYERS OF THANKSGIVING/INTERCESSION AND 2-CENTS/PENNIES OFFERING	
1:50		GRANDFATHER HOME FOR CHILDREN	*Jim Swinkola*
2:00	**(8a.1)**	CRESTWOOD ADMINISTRATIVE COMMISSION	
2:05		EDUCATIONAL MINISTRIES CLUSTER YOUTH TRIENNIUM	
2:15	**(9.1)**	NOMINATING COMMITTEE	*Margaret Marks*
2:25	**(10.1)**	COUNCIL CLUSTER	*Mack Dagenhart*
		Bicentennial Fund Accountability Committee	*John Truitt*
		Budget & Finance Function Group	*Dick Orr*
		Denominational Commitment Function Group	*Doug Aitken*
		Personnel Function Group	*Bob Finley*
3:15		ADJOURNMENT AND BENEDICTION	*Moderator Russ Ward*

For Information:

(11.1) Worldwide Ministries Cluster
1999 Missions Conference
(12.1) Fiscal Fitness Seminar
(13.1) Middle School Retreat
(14.1) Celebration of Age
(15.1) Church Officer Training
(16.1) Synod of the Mid-Atlantic — Position Opening
(17.1) Celebrate III
(18.1) Salem Sampler Notice
(19.1) End Homelessness Materials
(20.1) From the Ground Up
(21.1) Churches Currently Seeking Ministers
(22.1) Retirement Celebration for the Reverend Dr. Carroll D. Jenkins
Presbytery Meeting Evaluation Form (yellow sheet)

APPENDIX B

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILES
October 24, 1998

A. Support information on minister changes:

1. From other presbyteries

- E. Neal Carter, Jr. - Pastor, Mocksville First - from Coastal Carolina Presbytery
  - Calls Forms
  - Installation Commission
  - Certificate of Dismissal
- Donald T. Fowler - Pastor, Bethel - from West Virginia Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal
- Robert Curtis Fussell - Pastor, Hawfields - from Abingdon Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal (pending)
- Myung Sung Han - Associate Pastor, Korean First - from Cincinnati Presbytery
  - Call Forms
  - Installation Commission
  - Certificate of Dismissal
- William A. Leist - Retired - from Greater Atlanta Presbytery
  - Certificate of Dismissal
- Shadra Suzanne Shoffner - Designated Pastor, Shiloh (Burlington) - Candidate under Care of New Hope Presbytery
  - Call Forms
  - Ordination/Installation Commission
  - Certificate of Candidate Transfer
- Ernest T. Thompson - Retired - from West Virginia Presbytery
  - Certificate of Dismissal (pending)

2. To other presbyteries

- Kurt Johnston - to New Castle Presbytery
- Robyn Garrison McMullen (Candidate) - to Wabash Presbytery
- Lisa Nelson - to Charlotte Presbytery
- Richard Wurst - to National Capital Presbytery

Reference: Committee on Ministry

B. Minutes of Ordination/Installation Commission

1. Mark Wallace Sinnett, Pastor, Clemmons

Reference: Committee on Ministry

C. Report of enrollment of Candidate

1. Jacqueline Lynn Kunkle (Forest Park Church) Candidate

Reference: Committee on Preparation for Ministry

APPENDIX C

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to the record the following Minutes of an Administrative Commission appointed to ordain and/or install a minister.

INSTALLATION OF MARK WALLACE SINNETT AS PASTOR OF CLEMMONS PRESBYTERIAN CHURCH, CLEMMONS

The Commission appointed by Salem Presbytery to install Mark Wallace Sinnett as Pastor of Clemmons Presbyterian Church, Clemmons, met at the Clemmons Presbyterian Church, Clemmons, NC, on August 23, 1998, at 1:30 p.m. The meeting was called to order by Michael Warren. The prayer was offered by Michael Warren. The following members were present: Ministers Michael Warren, Tom Bagnal, David Henry, Jim Rissmiller; Elders Dianne Luce, Martha Young, and Doug Chidester. Michael Warren was elected Moderator and Doug Chidester, Clerk of the Commission.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 2:00 p.m., the Moderator presiding. Tom Bagnal preached the sermon using as his text Mark 11:11-26 and his topic, "The Relevance of the Impossible." Michael Warren propounded the constitutional questions to the minister. Doug Chidester offered the prayer of installation. Mark Sinnett was declared duly installed as Pastor of Clemmons Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). Jim Rissmiller charged the Pastor, and Martha Young charged the congregation.

Mark Sinnett, the newly installed Pastor, pronounced the benediction. Following the service the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Mark Sinnett.

Attachment 1
(As of 10/21/98)
1998 TRIENNIAL VISITATIONS

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Hawfields	2	Mebane	1/04/98	Warren Brannon
First Pres.	2	Burlington	1/11/98	Warren Brannon
Westminster	2	Burlington	1/19/98	Warren Brannon
St. Paul	3	Greensboro	2/08/98	Jim WilsonMartha Cockerman
Graham	2	Graham	2/22/98	Warren Brannon
Asbury	3	Mt. Airy	2/23/98	Erica Durham/ Hervey Martin
First Pres.	3	Greensboro	3/08/98	Lucius Gray/ Steve Fogarty
New Salem	6	Stony Point	3/31/98	Reid Montgomery
Bethany	6	Statesville	4/08/98	Steve Moss/Jean Wilson
Church of the Covenant	3	Greensboro	4/19/98	Bob Grant/ Muriel Ward
Griers	1	Leasburg	4/19/98	Marie Reed/ Madalu Wright
First Pres.	6	Mooresville	4/26/98	Joe Spears
Yanceyville	1	Yanceyville	4/28/98	Dale Walker/ Don Moore
Pine Ridge	8	Pilot Mountain	5/08/98	Tom Bagnal/ Cynthia Kirkman
Mebane	2	Mebane	5/12/98	Warren Brannon
Bethel	3	McLeansville	5/17/98	Russ Ward/Jane Miller

NAME OF CHURCH	SECTION	LOCATION	DATE OF VISIT	VISITATION TEAM
Tabor	6	Olin	5/24/98	Steve Moss/ Jean Wilson
Pleasant Grove	1	Yanceyville	6/07/98	John Hamil/ Steve Monroe
Cross Roads	2	Mebane	7/28/98	Warren Brannon/ Wade Redding
Bethesda	1	Ruffin	8/02/98	Marie Reed/ Madalu Wright
Glendale Springs	7	Glendale Springs	8/10/98	David Heil/ Perry Snipes
Laurel Fork	7	Laurel Springs	8/10/98	David Heil/ Perry Snipes
First Pres.	1	Reidsville	8/18/98	Jean Rodenbough/ Charles Rodenbough
Hills	8	Pilot Mountain	8/23/98	Jim Banbury/ Cynthia Kirkman
Bethany	2	Graham	09/14/98	Warren Brannon/ Wade Redding
Pres.Church of the Cross	3	Greensboro	10/14/98	David Sutton/ David Barnes

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1997

SALEM PRESBYTERY

FINANCIAL STATEMENTS

DECEMBER 31, 1997

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INDEPENDENT AUDITOR'S REPORT

The Council of Salem Presbytery
Clemmons, North Carolina

We have audited the accompanying statement of financial position of Salem Presbytery as of December 31, 1997, and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit. We did not audit the financial statements of Camp Grier, Camp New Hope and Presbyterian Point, which represent the Presbytery's investment in camps. The financial statements of these camps were audited by other auditors whose reports thereon have been furnished to us, and our opinion, insofar as it relates to the amounts included for Camp Grier, Camp New Hope and Presbyterian Point is based solely on the reports of the other auditors.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit and the report of other auditors provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Salem Presbytery as of December 31, 1997, and the changes in its net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles.

Moose, Martin & Haynes, P.A.

Statesville, North Carolina
September 28, 1998

Salem Presbytery

STATEMENT OF FINANCIAL POSITION

December 31, 1997

ASSETS

Cash and cash equivalents	$ 1,434,916
Receivables	
Presbyterian mission support	106,438
Notes	60,507
Other	14,382
Total receivables	181,327
Prepaid expenses	7,682
Investments	170,261
Property, equipment and improvements, net	517,069
Investment in camps	484,054
Total assets	$ 2,795,309

LIABILITIES AND NET ASSETS

Liabilities	
Presbyterian mission support	$ 195,100
Notes payable	166,113
Accounts payable and accrued expenses	24,478
Total liabilities	385,691
Net assets	
Unrestricted	
Undesignated	161,437
Designated for specific purposes	1,218,327
Total unrestricted	1,379,764
Temporarily restricted	801,454
Permanently restricted	228,400
Total net assets	2,409,618
Total liabilities and net assets	$ 2,795,309

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

STATEMENT OF ACTIVITIES

Year Ended December 31, 1997

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE				
Presbytery mission support	$	$ 2,201,382	$	$ 2,201,382
Investment income	31,186	45,725	5,104	82,015
Gifts, grants and legacies		150,000		150,000
Program receipts	52,150			52,150
Sale of Harmony Manse	80,540			80,540
Synod of Mid-Atlantic	91,548			91,548
Other revenues	15,150	50,232		65,382
Net assets released from restrictions	2,557,642	(2,518,923)	(38,719)	-
Total support and revenue	2,828,216	(71,584)	(33,615)	2,723,017
EXPENSES				
Program expenses				
Presbytery mission support	973,255			973,255
Church growth	637,125			637,125
Worldwide ministry	87,210			87,210
Two-Cents-A-Meal Hunger Program	110,247			110,247
Shalom cluster	191,546			191,546
Educational ministry	130,810			130,810
Council cluster	33,132			33,132
Ministry cluster	50,336			50,336
Other work of Presbytery	9,945			9,945
Total program services	2,223,606	-	-	2,223,606
Supporting services				
Salaries and related expenses	394,428			394,428
Other supporting expenses	122,364			122,364
Total supporting services	516,792	-	-	516,792
Total expenses	2,740,398			2,740,398
Changes in net assets	87,818	(71,584)	(33,615)	(17,381)
Net assets December 31, 1996	1,291,946	873,038	262,015	2,426,999
Net assets, December 31, 1997	$ 1,379,764	$ 801,454	$ 228,400	$ 2,409,618

The accompanying notes are an integral part of these financial statements

Salem Presbytery

STATEMENT OF CASH FLOWS

Year Ended December 31, 1997

Cash flows from operating activities	
Change in net assets	$ (17,381)
Adjustments to reconcile change in net assets to net cash from operating activities:	
Depreciation expense	46,506
Unrealized gains on investments	(17,517)
Transfer of title - Oak Ridge	306,592
(Increase) decrease in operating assets	
Presbyterian mission support	(3,576)
Prepaid expenses	(4,987)
Other receivables	(9,354)
Increase (decrease) in operating liabilities	
Presbyterian mission support	26,252
Accounts payable and accrued expenses	9,522
Net cash provided by operating activities	336,057
Cash flows from investing activities	
Purchase of property, equipment and improvements	(307,315)
Purchase of investments	(5,348)
Collections on notes	15,268
Net cash used by investing activities	(297,395)
Net increase in cash and cash equivalents	38,662
Cash and cash equivalents	
December 31, 1996	1,396,254
December 31, 1997	$ 1,434,916

Supplemental Disclosure:

Interest expense paid in 1997 was $4,336.

Noncash financing activities - $131,000 of long-term debt was incurred to purchase property.

The accompanying notes are an integral part of these financial statements.

Salem Presbytery

NOTES TO FINANCIAL STATEMENTS

December 31, 1997

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Salem Presbytery (hereinafter referred to as "Presbytery") is a not-for-profit organization established under the laws of the State of North Carolina and operates as a religious organization. Salem Presbytery is called to fulfill the mission and governing responsibilities given by Christ, as interpreted by the Constitution of the Presbyterian Church (U.S.A). The Presbytery is a corporate expression consisting of all the Presbyterian churches and ministers in northwestern North Carolina.

The significant accounting policies are as follows:

Method of accounting

The financial statements of the Presbytery have been prepared utilizing the accrual basis of accounting.

The accounts of the Presbytery are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund, however, in the accompanying financial statements, funds have been combined and presented in accordance with the provisions of statement of Financial Accounting Standards No. 117, "Financial Statements for Not-for-Profit Organizations".

Financial statement presentation

The net assets of the Presbytery are classified and reported as follows:

- Unrestricted net assets - net assets that are not subject to donor-imposed restrictions
- Temporarily restricted net assets - net assets subject to donor-imposed restrictions that may or will be met either by actions of the Presbytery and/or by the passage of time.
- Permanently restricted net assets - net assets subject to donor-imposed restrictions that they be maintained permanently by the Presbytery. Income and capital gains may or may not be used by the Presbytery depending on the donor-imposed restrictions

Revenue Recognition

The Presbytery is involved in The Bicentennial Fund, a major mission funding program adopted by the General Assembly of the Presbyterian Church (U.S.A.). Since the Presbytery acts only in an intermediary capacity for this program, pledges by churches within the boundaries of the Presbytery are not included in the financial statements of Salem Presbytery. At December 31, 1997, pledges to The Bicentennial Fund totaled $356,679.

NOTE 1 - NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the statement of activities.

Contributions

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and/or nature of any donor restrictions.

Gifts of cash and other assets are reported as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a restriction expires, that is, when a stipulated time restriction ends or a purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Cash and cash equivalents

The Presbytery considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Property, equipment, and improvements

Property, equipment, and improvements are carried at cost. Depreciation is provided over the estimated useful lives of the respective assets on a straight-line basis. The Presbytery also may hold title to various church properties located within its boundaries for canonical purposes only. These properties are not included in property, equipment, and improvements.

Income tax status

The Presbytery is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. It pays neither federal or state income taxes on income related to its exempt purpose.

NOTE 2 - INVESTMENTS

Investments are stated at fair value and are summarized as follows as of December 31, 1997:

Presbyterian Church (U.S.A.) Foundation	
Balanced Growth Fund	$167,305
Income Fund	2,956
	$170,261

The following schedule summarizes the investment return and its classification in the statement of activities for the year ended December 31, 1997:

	Interest & Dividend Income	Realized & Unrealized Gains	Total
Unrestricted	$31,186	$	$31,186
Temporarily restricted	33,312	12,413	45,725
Permanently restricted		5,104	5,104
	$64,498	$17,517	$82,015

The Orange Presbytery Foundation, Inc. continues to hold shares of stock in the North Carolina Railroad Company for the benefit of Salem Presbytery. At December 31, 1997, the market value of this investment was $71,786.

NOTE 3 - PROPERTY, EQUIPMENT AND IMPROVEMENTS

Purchased property, equipment and improvements are recorded at cost. Donated plant assets are recorded at fair market value at the date received.

Property, equipment, and improvements are comprised of the following at December 31:

Presbytery office, Clemmons, NC:	
Furniture and equipment	$118,945
Building	283,963
Land	45,788
Less: accumulated depreciation	(90,812)
	357,884
Blume Road property	159,185
Total property, equipment and improvements	$517,069

NOTE 4 - INVESTMENT IN CAMPS

The Presbytery acquired joint ownership of three camps from the antecedent presbyteries:

Camp Grier - 33 1/3% ownership with the presbyteries of Western North Carolina and Charlotte;
Camp New Hope - 50% ownership with the Presbytery of New Hope; and
Presbyterian Point - 50% ownership with the Presbytery of New Hope.

Annual subsidies to each camp in excess of capital improvements are recorded as decreases in unrestricted net assets.

Subsidies to the camps are as follows:

Camp Grier	$ 30,755
Camp New Hope and Presbyterian Point	77,296
	$108,051

Salem Presbytery's investment in each camp is recorded at book value of property, equipment, and improvements. The investment in camps at December 31, 1997 is as follows:

Camp Grier	
Land and improvements	$ 91,705
Buildings	210,537
Furniture and equipment	79,884
Less: accumulated depreciation	(258,200)
	$ 123,926
Camp New Hope	
Land improvements	$ 145,429
Buildings and improvements	307,241
Furniture and equipment	70,122
Less: accumulated depreciation	(244,364)
	$ 278,428
Presbyterian Point	
Land improvements	$ 4,301
Buildings and improvements	127,626
Furniture and equipment	124,198
Less: accumulated depreciation	(174,425)
	$ 81,700
Total investment in camps	$ 484,054

Salem Presbytery

NOTES TO FINANCIAL STATEMENTS

December 31, 1997

NOTE 5 - NOTES RECEIVABLE

Notes receivable consist of the following at December 31:

Duke University	$33,000
Various churches	27,507
	$60,507

NOTE 6 - RETIREMENT PLAN

The employees of the Presbytery participate in a defined contribution retirement plan administered by the Board of Pensions of the Presbyterian Church (U.S.A.). The Presbytery's contributions are equal to 12% of the annual salary of participating employees. During the year ended December 31, 1997, Presbytery's contribution to the plan totaled $32,858.

NOTE 7 - NET ASSETS RELEASED FROM RESTRICTIONS

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors during 1997.

Purpose restrictions accomplished:	
Budgeted program services	$1,105,192
Presbyterian mission support	973,225
Church growth	313,092
Hunger program	110,247
Worldwide ministry	55,363
Other work of Presbytery	523
	$2,557,642

NOTE 8 - TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes at December 31:

Church growth	$339,014
Loans and grants to others	257,732
Hunger program	161,325
Shalom cluster	36,119
Other work of Presbytery	7,264
	$801,454

NOTE 9 - PERMANENTLY RESTRICTED NET ASSETS

Permanently restricted net assets are restricted in investment in perpetuity, the income from which is expendable to support:

Church growth	$222,199
Hunger programs	2,760
Other work of Presbytery	3,441
	$228,400

NOTE 10 - FAIR VALUES OF FINANCIAL INSTRUMENTS

The Presbytery's financial instruments, none of which are held for trading purposes, include cash and cash equivalents, investments, and notes receivable. The Presbytery estimates that the fair value of all financial instruments at December 31, 1997, does not differ materially from the aggregate carrying values of its financial instruments recorded in the accompanying statement of financial position. The estimated fair value amounts have been determined using available market information and appropriate valuation methodologies. Judgment is required in interpreting market data to develop the estimate of fair value, and accordingly, the estimates are not necessarily indicative of the amounts that the Presbytery could realize in a current market exchange.

NOTE 11 - CONCENTRATION OF CREDIT RISK FOR CASH HELD IN BANK

The Presbytery maintains a significant portion of its cash with one bank and as a result has amounts in excess of the $100,000 limit insured by the Federal Deposit Insurance Corporation.

NOTE 12 - CONTINGENCIES

A local Presbyterian church has challenged Salem Presbytery's ownership and use of temporarily restricted assets from the D. P. Foust Estate. The disposition of these assets will be determined by legal proceedings. At December 31, 1997, the fair market value of these assets is $86,721.

1999

PROPOSED BUDGET

SALEM PRESBYTERY

APPENDIX F

INCOME:	1997 Actual	1998 Budget	1999 Asking	1999 Proposed
Benevolence Giving	$1,828,545	$1,756,455	$1,800,000	$1,857,088
Program Receipts	$52,149	$60,000	$34,000	$34,000
Miscellaneous	$0	$0	$0	$0
Interest Income	$0	$20,000	$25,000	$25,000
Synod--Campus Ministry Grant(s	$92,498	$83,912	$83,912	$83,912
One-time Grants from Schools	$4,000	$0	$0	$0
1996 Year-end unspent funds	$81,695	$0	$0	$0
TOTAL REVENUE	$2,058,887	$1,920,367	$1,942,912	$2,000,000
EXPENSES:				
ADMINISTRATION COSTS				
Executive Presbyter/S.C.				
Salary	$42,967	$42,967		$44,002
Housing	$13,390	$13,390		$13,390
Pension	$15,700	$15,700		$16,070
Self Employment Ins.	$4,311	$4,311		$4,391
Dental Ins.	$515	$515		$568
Continuing Education	$959	$1,200		$1,200
Travel	$4,097	$4,500		$4,500
Total	$81,939	$82,583		$84,121
Assoc. Finance/Treasurer				
Salary	$46,611	$46,611		$47,733
Pension	$13,051	$13,051		$13,366
Social Security	$3,566	$3,566		$3,652
Dental Ins.	$372	$372		$278
Continuing Education	$364	$1,000		$1,000
Travel	$647	$2,500		$2,500
Total	$64,611	$67,100		$68,529
Assoc Presby Care/Leadership				
Salary	$26,516	$26,516		$28,136
Housing	$17,131	$17,131		$17,131
Pension	$12,221	$12,221		$12,675
Self Employment Ins.	$3,339	$3,339		$3,463
Dental Ins.	$515	$515		$568
Continuing Education	$1,519	$1,000		$1,000
Travel	$3,357	$4,000		$4,000
Total	$64,598	$64,722		$66,973
Assoc. Presby./Congre. Life				
Salary	$30,562	$30,562		$31,684
Housing	$13,390	$13,390		$13,390
Pension	$12,307	$12,307		$12,621
Self Employment Ins.	$3,362	$3,362		$3,449
Dental Insurance	$515	$515		$568
Continuing Education	$851	$1,000		$1,000
Travel	$1,507	$3,500		$3,500
Total	$62,494	$64,636		$66,212
Sub Total	$273,642	$279,041		$285,835

	1997 Actual	1998 Budget	1999 Asking	1999 Proposed
Hunger Action Enabler				
Salary	$0	$0	$0	
Pension	$0	$0	$0	
Self Employment Ins.	$0	$0	$0	
Continuing Education	$0	$0	$0	
Travel	$0	$0	$0	
Total	$0	$3,000	$3,000	$3,0
Sub Total Program Staff	$273,642	$282,041	$295,047	$288,8
NON EXEMPT STAFF				
Salaries/Benefits	$149,846	$146,658	$153,991	$157,0
Travel	$640	$1,000	$1,000	$1,0
Continuing Education	$464	$800	$800	$8
Overtime/bonus/temporary	$1,000	$1,300	$1,000	$1,0
Sub Total Non-exempt	$151,950	$149,758	$156,791	$159,8
TOTAL STAFF COMPENSATION	$425,592	$431,799	$451,838	$448,6
Office Costs				
Mortgage/Utilities	$23,439	$23,550	$31,000	$31,0
Property Upkeep	$0	$0	$0	$5,0
Maintenance/Depreciation	$0	$0	$0	$2,5
Telephone	$9,634	$9,000	$9,500	$9
Custodial	$3,070	$2,400	$4,050	$
Service/Maintenance	$14,165	$12,000	$12,000	$12,0
Office Supplies	$0	$0	$0	
Postage	$3,176	$3,500	$3,500	$3,
Equipment Maintenance	$771	$500	$500	$5
Equipment Purchase	$1,549	$1,000	$1,000	$1,0
Audit/Legal	$8,080	$9,000	$9,000	$8,5
Insurance	$8,720	$8,500	$8,700	$8,7
Miscellaneous	$8,245	$0	$0	
Legal Fees	$75	$500	$500	$5
Motor Vehicle	$0	$0	$0	$3,0
Sub Total	$80,924	$69,950	$79,750	$89,7
TOTAL ADMINISTRATION COSTS	$506,516	$501,749	$531,588	$538,4
GOVERNING BODY				
Designated Work of Presbytery	$34,961	$0	$0	
Administrative Commission	$5,680	$1,000	$1,000	
Bi-Centennial Committee	$195	$150	$0	
Black Caucus	$1,446	$3,500	$3,500	
Nominating Committee	$422	$500	$500	
Permanent Judicial Com.	$0	$500	$500	
Presbyterian Men	$471	$800	$880	
Representation Committee	$0	$100	$100	
Self Development of People	$0	$100	$100	
Stated Clerk	$13,601	$16,000	$16,000	
Women of Color	$962	$800	$1,500	
TOTAL GOVERNING BODY	$57,738	$23,450	$24,080	$22,0

	1997 Actual	1998 Budget	1999 Asking	1999 Proposed
COUNCIL CLUSTER				
Council Costs	$3,310	$5,100	$6,100	
Budget/Finance Task Group	$513	$0	$0	
Communications Task Group	$4,597	$3,350	$3,528	
Evaluations/Goals Task Group	$230	$1,200	$1,200	
Denominational Committment	$832	$1,500	$4,500	
Presbytery Mtgs. Task Group	$36	$700	$700	
Personnel Task Group	$1,258	$2,700	$14,950	
Program Pool	$0	$1,000	$0	
Year-end Unspent Funds Alloc.	$11,640	$0	$0	
TOTAL COUNCIL CLUSTER	$22,416	$15,550	$30,978	$25,941
CHURCH GROWTH/ENRICHMENT CLUS				
Cluster Costs	$3,882	$3,000	$4,000	
Church Development Task Group	$141,014	$153,608	$537,650	
Evangelism Task Group	$3,622	$6,000	$3,000	
Small Church Task Group	$89,094	$110,000	$129,250	
TOTAL CHURCH/GROWTH CLUSTER	$237,612	$272,608	$673,900	$300,000
SHALOM CLUSTER				
Cluster Costs	$2,095	$6,000	$6,000	
Campus Ministry Task Group	$176,635	$126,321	$176,737	
Ecumenical Relations Task Grou	$637	$1,000	$1,800	
Ministry Grants Task Group	$20,649	$20,078	$27,500	
Peace/Justice Task Group	$892	$5,000	$5,000	
NC Prison Ministry Task Grou	$9,410	$9,000	$9,000	
Justice for Women Tsk Gr	$178	$2,130	$2,130	
TOTAL SHALOM CLUSTER	$210,496	$169,529	$228,167	$216,088
MINISTRY CLUSTER				
Committee on Ministry	$5,939	$25,450	$48,950	
Calls and Vacancy Task Group	$13,919	$0	$0	
Compensation/Retirement Group	$6,600	$0	$0	
Conciliation Task Group	$826	$0	$0	
Professional Support Task Grou	$906	$0	$0	
Visitation Task Group	$199	$0	$0	
Examinations Committee	$760	$1,400	$1,400	
Preparations Committee	$21,187	$23,085	$23,085	
TOTAL MINISTRY CLUSTER	$50,336	$49,935	$73,435	$48,435
WORLDWIDE MINISTRY CLUSTER				
Cluster Expenses/Projects	$2,924	$13,200	$7,950	
Worldwide Ministry Task Group	$28,924	$0	$0	
TOTAL WORLDWIDE MINISTRY	$31,848	$13,200	$7,950	$4,950

	1997 Actual	1998 Budget	1999 Asking	1999 Proposed
EDUCATIONAL MINISTRY CLUSTER				
Cluster Expenses	$2,043	$5,375	$1,525	
Adult Ministry Task Group	$849	$1,850	$1,900	
Children's Ministry Tsk Gr	$0	$1,500	$1,500	
Pathways Task Group	$5,200	$7,650	$8,850	
Outdoor Ministries Task Gr	$108,051	$87,401	$87,401	
Resource Center Task Group	$1,313	$3,150	$3,150	
Singles Task Group	$38	$925	$1,500	
Congregational Nurture	$0	$0	$3,690	
Worship/Music Task Group	$190	$1,100	$1,350	
Youth Ministry Task Group	$13,127	$39,900	$8,400	
TOTAL EDUCATIONAL MINISTRY	$130,811	$148,851	$119,266	$114,2
TOTAL PRESBYTERY OPERATIONS	$1,247,773	$1,194,872	$1,689,364	$1,270,1
ASSESSMENTS				
General Assembly	$169,475	$174,076.00	$174,076	$174,0
Synod of the Mid-Atlantic	$89,102	$89,410.00	$89,410	$89,4
BUDGETED BENEVOLENCE				
General Assembly	$272,971	$252,965.00	$252,965	$257,2
Synod of the Mid-Atlantic	$219,879	$209,044.00	$209,044	$209,0
Higher Governing Bodies Total	$751,427	$725,495	$725,495	$729,8
TOTAL EXPENSES	$1,999,200	$1,920,367	$2,414,859	$2,000,0
Excess Income/Expenditure	$59,687	$0	($471,947)	

APPENDIX G

SALEM PRESBYTERY
BICENTENNIAL FUND ACCOUNTABILITY COMMITTEE (BFAC)
John G. Truitt, Jr., Moderator
October 24, 1998

In celebration of the 200th meeting of the General Assembly in our country, the Presbyterian Church (U.S.A.) launched a mission funding program called The Bicentennial Fund.

Salem Presbytery approved participation during The Bicentennial Fund's fourth and final cycle (June 1991 to May 1992). Mr. William C. Amidon, Greensboro, North Carolina, was named as "area counselor" to promote the Fund within the presbytery. The plan was to conduct a three-year campaign during 1992, 1993, and 1994.

A Bicentennial Fund Prospectus for Salem Presbytery was approved with 18 projects within the presbytery under four categories:

- Developing and Revitalizing Congregations, Evangelizing
- Educating God's People for Service
- Sharing Compassion, Doing Justice
- Undergirding Global Mission

Forty-two of our churches, the Presbyterian Women, and one individual participated in The Bicentennial Fund making available $799,267.35 "extra mile" mission dollars to Presbytery, Synod, and General Assembly projects; or 88% of the $906,613.85 pledged.

I. The Breakdown of Project Support is as follows:

(1) $358,652.15 - For projects outside Salem Presbytery (Funds received)

(2) $225,132.00 - For projects outside Salem Presbytery (Funds outstanding)

(3) $215,483.20 - For projects within Salem Presbytery (All funds for Salem Presbytery have been received.)

$799,267.35 - Total

(4) Salem Presbytery projects were supported as follows: (NOTE: Only 11 of the 18 projects remained open throughout the campaign. Three were withdrawn early by their sponsors, and four were withdrawn by Presbytery at its July 1995 meeting.)

Project #1 - School of Evangelism
Sponsor: Evangelism Committee
Goal: $24,000 Funded @ $21,872.10

Project #2 - New Church Development
Sponsor: Church Development Committee
Goal: $500,000 Funded @ $60,379.80

Project #4 - Campus Ministry Programming Endowment
Sponsor: Higher Education Committee
Goal: $175,000 Funded @ $15,168.75

Project #6 - Appalachian Ministry Project
Sponsors: Union Seminary and Small Church Committee
Goal: $40,000 Funded @ $31,318.69

Project #8 - Campus Ministry Facility at UNC-Greensboro
Sponsor: Higher Education Committee
Goal: $25,000 Funded @ $20,538.86

Project #9 - Barber Scotia's Ministry for Spiritual Excellence
Sponsor: Black Caucus
Goal: $45,000 Funded @ $2,556.05

Project #12 - Critical Points in Ministry
Sponsor: Professional Support Committee
Goal: $10,000 Funded @ $8,397.47

Project #13 - Asheboro Soup Kitchen
Sponsor: Dogwood Acres Presbyterian Church
Goal: $4,700 Funded @ $5,070.70

Project #14* - Multi-purpose Community Center Building & Programming
Sponsor: Reid Memorial Presbyterian Church and other Mooresville area Presbyterian Churches
Goal: $200,000 Funded @ $3,000 in 1993
*(The project was withdrawn by Salem Presbytery in July 1995.)

Project #16 - Project Outreach
Sponsor: Black Caucus
Goal: $75,000 Funded @ $31,550.98

Project #17 - Sharing in the Struggle Against Apartheid
Sponsor: New Creation Community Church
Goal: $8,000 Funded @ 4,370.70

Project #18 - Presbytery Office Facilities
Sponsor: Office Site Committee
Goal: $135,000 Funded @ $11,259.10

II. THE CHURCHES PARTICIPATING IN THE FUND WERE:

Alamance
Asheboro
Bethesda, Statesville
Buffalo
Calvary
Clio
Covenant
Cross Roads
Dogwood Acres
First Presbyterian, Eden
Edward Webb
El Bethel
Fieldstone
Fifth Creek
Franklin
First Presbyterian, Greensboro
Guilford Park
Hawfields
Highland
First Presbyterian, High Point
Lansing
First Presbyterian, Lexington
Lloyd
First Presbyterian, Mocksville
New Creation Community
New Salem
North Wilkesboro
Old Providence
Parkway
Presbyterian Church of the Covenant
Prospect
Saint Andrews
Saint Paul, Greensboro
Sedgefield
Shallowford
Speedwell
Spencer
Springwood
Starmount
Trinity, Winston-Salem
Vandalia
Yanceyville

III. THE COMMITTEE (BFAC)

The first meeting of the Committee was February 11, 1993. The policies for the receipt and distribution of funds were adopted by the BFAC on March 30, 1993. The Committee conducted 22 meetings from 1993 through 1998 to review Salem Presbytery's projects, receive, account for, and disburse funds as directed by the donors.

Members of the Salem Presbytery Bicentennial Fund Accountability Committee are:

Lois Brake, Elder (Grace Presbyterian Church)
Rob Evans, Clergy
Lyne Gamble, Elder (Highland Presbyterian Church)
Ivan Lowery, Clergy (served 2/11/93-3/14/95)
Fred Tatum, Elder (replaced Ivan Lowery on 6/13/95) (Calvary Presbyterian Church)
Lois Price, Elder (served 2/11/93-9/12/95) (First Presbyterian Church, W-S)
Pat Blythe, Elder (replaced Lois Price on 12/14/95) (First Presbyterian Church ,W-S)
John Truitt, Clergy
Norman Whitney, Clergy

Our Committee could not have functioned without the exceptional service of Miss Willie Garvin, Associate Presbyter for Finance and Business Affairs/Treasurer and Ms. Sara Williams, Bookkeeper for Salem Presbytery guiding us through a very complex Bicentennial fund accounting system, and the outstanding secretarial support from Ms. Brenda Nance of the Presbytery office staff.

This report is submitted with prayers of thanksgiving for the generous support from the churches of Salem Presbytery. We rejoice with our brothers and sisters throughout the Presbyterian Church (U.S.A.) that nationally The Bicentennial Fund has raised 74 million dollars for missions.

A COVENANT AGREEMENT
BETWEEN
BARIUM SPRINGS HOME FOR CHILDREN
AND
SALEM PRESBYTERY

I. Purpose of the Covenant

This Covenant is a reaffirmation of Christian commitment and the historical relationship between Barium Springs Home for Children and the Presbyterian Church (U.S.A.) In North Carolina. The following parts of this Covenant include a brief History of the Relationship, Parties of the Covenant and Review of the Covenant.

II. History of the Relationship

In 1883 women in First and Second (now Covenant) Presbyterian Churches of Charlotte established a ministry referred to as a "Home and Hospital" for orphans and children in need of care. In 1888, with 25 children, they decided their undertaking was too great for them to administer and they petitioned the Synod of North Carolina to assume oversight. The Synod approved their request that year, and appointed a commission with the Reverend Jethro Rumple of Salisbury, North Carolina, as chairman.

In 1890, the first Board of Regents was appointed with Reverend Rumple as president. On January 14, 1891, Reverend Robert Warren Boyd was elected the first superintendent of the Presbyterian Orphans Home of Barium Springs. The Orphanage continued to provide long-term care until the 1950's when 64% of the children at the Home had both parents living. A majority of children coming to the Home at this time had been abused, neglected, or were experiencing serious behavioral problems. In 1960, the orphanage became Barium Springs Home for Children. Today, the Home continues to serve troubled children and families in need of care across the state of North Carolina.

III. Parties to the Covenant

Barium Springs Home for Children has always been an outreach of the Presbyterian Church's ministry to children and their families, having been a Christian service agency of the Synod from its formation 107 years ago. Due to organization and structural changes adopted by the current synod of the Mid-Atlantic, it has been determined by the synod that all agencies and institutions formerly related to the Synod shall now be related to particular presbyteries, based upon historic relationships. Barium Springs Home for Children is the only children's home in North Carolina which was related to all of the presbyteries in the state as a Synod agency. Through this Covenant, Barium Springs Home for Children seeks to both reaffirm those historic relationships and to commit its services to helping troubled children and their families in Salem Presbytery and its churches in the future.

As a ministry related to the Presbyterian Church (U.S.A.) With direct ties to the presbyteries in North Carolina, the Home is proud of its outstanding record of meeting the needs of the times for children at risk. Barium Springs Home for Children provides complete care for children and youth in a nurturing Christian environment as well as working with their families in solving their problems.

The Home has and continues to rely on the financial support of Presbyterians. Funding for the Home's ministry comes from Presbyterian individuals, congregations, presbyteries and the Synod. As we look to the future, the Synod will no longer provide funding. It is critical that Barium Springs Home for Children has the endorsement to continue to seek on-going financial support from individuals, sessions, congregations and the presbyteries in North Carolina.

IV. Commitments to the Covenant

A. Barium Springs Home for Children's commitment to its Covenant with Salem Presbytery includes serving troubled children and their families and providing a model day care program for children in Iredell County. These services are provided by:

1. Providing specialized residential services in response to youth (ages 10-18) in crisis and their families, in cooperation with churches and public and private agencies in North Carolina. These services will include, but not be limited to, the following:
   - Providing therapy for youth and families in crisis
   - Providing complete education for all children and youth in its care
   - Providing Christian education, nurture and pastoral care for all residents
   - Providing for social and recreational needs of children and youth
   - Providing safe shelter, good nutrition and health care for all residents

   These services will not be denied to any youth or family regardless of financial resources, sex, race, religion or handicap.

2. Providing quality child care in Iredell County (ages 6 weeks - 10 years), serving as a model to provide consultation for churches in North Carolina and affirming the Resolution from the Children's Ministry Committee of Salem Presbytery and the *Vision for Children and the Church.*

3. Informing the churches about youth and family issues and how current services meet the present needs of children, youth and families.

4. Providing information about family related services through articles and reports for inclusion in *The Salem Sampler*.

5. Sponsoring forums and/or workshops within the bounds of the presbytery, led by trained staff, to assist ministers and church leaders who work with children, youth and families who are experiencing conflicts.

6. Offering to provide leadership for presbytery workshops or other presbytery events related to children, youth and family concerns.

7. Offering to host presbytery meetings and providing facilities and leadership for church groups and session retreats.

8. Offering to provide information and leadership training for churches desiring to establish child care services.

9. Providing mission project opportunities for church groups and individuals.

10. Providing responsible financial management by keeping programs current, maintaining property and investing gifts and all financial resources wisely and in keeping with the intentions of the donor.

B. Salem Presbytery's commitment to its Covenant with Barium Springs Home for Children includes, but may not be limited to the following responsibilities:

1. To recognize and affirm the Home as a validated Presbyterian ministry providing a vital Christian service as an outreach of the Church.

2. To endorse and help interpret the services of the Home to congregations and individuals within the presbytery and provide names and addresses of persons to assist in this communication task.

3. To commend to churches Barium Springs' need for prayers and financial support.

4. To endorse and promote the Thanksgiving Offering as support for Barium Springs Home for Children within the presbytery.

5. To encourage congregations and individuals to utilize the services provided by the Home whenever such services may be helpful.

6. To participate in the governance of Barium Springs Home by recommending potential trustees, and by recognizing and commissioning elected trustees representing the presbytery.

V. Review of the Covenant

To ensure the effectiveness and value of this Covenant, both parties agree to:

1. Perform a comprehensive review of this Covenant every five years, with the understanding that modifications may be made during that time if any situations develop which may warrant such change and such changes are agreed upon by both parties.

2. To conduct annual conversations or dialogue dealing with the state of this Covenant or related matters.

Barium Springs Home for children	Salem Presbytery
By: ______________________	By: ______________________
Date: ______________________	Date: ______________________

COVENANT OF UNDERSTANDING
BETWEEN
DAVIDSON COLLEGE
AND
SALEM PRESBYTERY

I. A Resolution Concerning the Relationship Between David College and the Presbyterian Church (U.S.A.)

WHEREAS in the providence of God the members of Concord Presbytery in 1837 honored the Church's dedication to the ties between faith and learning by establishing Davidson College; and

WHEREAS Davidson College has existed and prospered for 159 years in an mutually supportive and creative relationship with the Presbyterian Church; and

WHEREAS the Christian faith as interpreted through the Reformed tradition has afforded a firm foundation for community life at Davidson College, liberating those who would learn to follow truth wherever it might lead; and

WHEREAS Presbyterians have strongly supported Davidson over the years of its existence, sharing generously of their resources and expressing encouragement in all areas of the college's life; and

WHEREAS Davidson has in its turn served the Presbyterian Church and the larger community of Christians through the education of its youth and the provision of capable leadership; and

WHEREAS Davidson College envisions the continuation of its ties to the Christian tradition and to the Presbyterian Church (U.S.A.) into a future made brighter by the experience of these 159 years.

NOW THEREFORE BE IT RESOLVED THAT we reaffirm our commitment to an active and vital relationship between Davidson College and the Presbyterian Church (U.S.A.); and further

THAT we assert our intention to strengthen this relationship; and further

THAT we hereby direct the administration of the college to undertake the negotiation of a covenant with the appropriate governing body or bodies of the Presbyterian Church (U.S.A.) at an early date and to undergird those negotiations with continuation of the effort to present the mission and the message of the College to the larger Church.

II. Statement of Purpose

Davidson College is an institution of higher learning established by Presbyterians of North Carolina in 1837. Since its founding, the ties which bind the College to the Presbyterian Church have remained close and strong. The College intends that this vital relationship be continued to the mutual benefit of church and school.

Davidson commits itself to a Christian tradition that recognizes God as the source of all truth, and finds in Jesus Christ the revelation of that God, a God bound by no church or creed. The loyalty of the College thus necessarily includes an openness to and respect for the world's various religious traditions. Davidson is dedicated to the quest for truth and encourages teachers and students to explore the whole of reality, whether physical or spiritual, with an unlimited employment of their intellectual powers. Faith and reason must work together in mutual respect if Davidson is to realize and maintain its particular vision of academic excellence.

The primary purpose of Davidson College is to assist students in developing humane instincts and disciplined and creative minds for lives of leadership and service. In implementing its purpose, Davidson has chosen to be a liberal arts college, to maintain itself as a residential community of scholars, to emphasize the teaching responsibility of all professors, and to ensure the opportunity for personal relationships between students and teachers. It is vital that all students in every class know and study under mature and scholarly teachers who are able and eager to provide for each of them stimulation, instruction and guidance.

Davidson seeks students of good character and high academic ability who share its values and show promise for usefulness to society. In the selection of faculty, the College seeks men and women who respect the purpose of the College, are outstanding intellectually, who have the best training available in their fields of study, and whose interest in students and teaching is unfeigned and profound. For its part, the College must provide adequate physical facilities, increase its financial resources, and furnish its faculty with the time and opportunity for creative scholarship fundamental to the best teaching.

As a liberal arts college, Davidson emphasizes those studies, disciplines and activities that are mentally, spiritually and physically liberating. Thus, the College concentrates upon the study of history, literature and languages, philosophy and religion, music, drama and the visual arts, the natural and social sciences, and mathematics. The College also requires physical education, provides for competitive athletics, and encourages a variety of social, cultural and service activities. While Davidson prepares many of its students for graduate and professional study, it intends to teach all students to think clearly, to make relevant and valid judgments, to discriminate among values, and to communicate freely with others in the realm of ideas.

As a college that welcomes students, faculty and staff from a variety of nationalities, ethnic groups and traditions, Davidson values its diversity and seeks to be a community that recognizes the dignity and inherent worth of every person. As a college whose tradition commits it to nurture the life of the spirit, Davidson endeavors to provide opportunities for religious services and other activities appropriate for the various religious services and other activities appropriate for the various religious traditions represented on the campus.

Davidson holds a priceless heritage bequeathed by those who have dedicated their lives and their possessions for its welfare. To it much has been entrusted, and of it much is required.

III. Commitments to the Covenant

To honor the ties between the Presbyterian Church (U.S.A.) and Davidson College since its beginning, and to build upon this heritage of support, trust, confidence and achievement, Salem Presbytery and Davidson College mutually affirm the following commitments to each other:

Davidson College shall:

1. Publicly celebrate its heritage and affiliation with the Presbyterian Church (U.S.A.) and Salem Presbytery.
2. Offer opportunities to engage in programs and activities of Davidson College for the Presbytery and its churches and individual members.
3. Encourage the involvement of its students, faculty, staff and trustees in the programs and activities of the Presbytery and its member churches.
4. Offer educational and service opportunities for current and future servants of the church.
5. Offer opportunities for the use of Davidson College facilities by the Presbytery and its institutional and individual members.

6. Offer opportunities for the Presbytery and its member churches to participate in the life, service and ministry of Davidson College.

Salem Presbytery shall:

1. Publicly celebrate its heritage and affiliation with Davidson college.
2. Confirm and encourage members of Presbytery who are elected to the Board of Trustees of the College.
3. Commend to churches Davidson College's need for prayers and financial support.
4. Offer opportunities for Davidson College to encourage attendance by prospective students within the Presbytery.
5. Provide space at least once each year for Davidson College to display information about the college.
6. Offer opportunities and encouragement for students, faculty, staff and trustees to be involved in the life, service and ministry of the Presbytery and its member churches.

IV. Review of Covenant

This Covenant shall be presented to the Trustees of Davidson College and the Council of Salem Presbytery for their review and approval every fifth year after its initial review and approval by those bodies, in accordance with their By-laws and other rules of order.

By the grace of God, in recognition and appreciation of God's gifts, and in order to provide glory and honor to God, Davidson College and Salem Presbytery hereby pledge to uphold the commitment contained herein and to be faithful stewards of their mutual interests. In witness whereof, the duly authorized officer or agent of each has executed this Covenant.

Davidson College	Salem Presbytery
By: ______________________________ President	By: ______________________________
Date: ______________________________	Date: ______________________________

A COVENANT AGREEMENT
BETWEEN
GRANDFATHER HOME FOR CHILDREN
AND
SALEM PRESBYTERY

I. PURPOSE

This instrument is to clearly define the interaction of Salem Presbytery and Grandfather Home for Children, and to affirm their support of one another. This Covenant does not include a commitment to financial support through this presbytery's budget, but such support is not ruled out.

II. HISTORY

Established through the ministry of the Reverend Edgar Tufts, Grandfather Home has been supported by local presbyteries even before it opened its doors in 1914. Margaret Tufts Neal in her book, And Set Aglow A Sacred Flame, wrote that Grandfather Orphans' Home was originally intended "to provide a home for mountain children with no parents or whose parents were unable to take care of them."

After caring for hundreds of children in need of basic sheltering, Grandfather Home's ministry evolved to meet more spiritual, rather than tangible, needs. The title of the Home's history, The Child Now Before Us, written by Mary Dudley Gilmer, very aptly describes the ministry's focus on the changing needs of children within a changing society.

Since 1983, the ministry has specialized in working with children from all over North Carolina who have been unable to live in families due to the effects of sexual abuse. Unconditional love and acceptance as exemplified by Christ and Scripture are the foundation of this ministry.

Throughout the years, Presbyterians — acting as individuals, churches, and presbyteries — have supported Grandfather Home with their prayers and finances. Because the ministry is to children living within the bounds of North Carolina, a synod relationship has neither been sought nor offered.

III. GOVERNANCE

Grandfather Home for Children is incorporated and governed by a Board of Trustees and includes Presbyterians representing four presbyteries: Salem, Charlotte, Holston, and Western North Carolina.

IV. MISSION STATEMENT

Grandfather Home for Children, a private agency affiliated with the Presbyterian Church (U.S.A.), provides love and healing to children, youth and families who are estranged by emotional, sexual and other abuse.

Our Christian staff work with children to resolve this estrangement so that they can again live with a family. If a child cannot be reunited with the family of birth, an adoptive placement is the goal. Recognizing the critical importance of families, Grandfather Home provides support services to ensure that families — both birth and adoptive — will remain together.

Prayer and strong private financial support are essential to continue with our ministry's work.

V. RESPONSIBILITIES

A. GRANDFATHER HOME FOR CHILDREN COMMITS TO SALEM PRESBYTERY:

1. To seek to fulfill the mission of the Church, to spread the good news of Christ's unconditional love and redemption, providing a vehicle for the Holy Spirit to heal broken lives.

2. To minister primarily to children and non-abusive family members of children in our care; also to congregations, communities, social workers, teachers, and Grandfather Home staff.

3. To maintain standards of excellence in care, meeting requirements for licensure hy the State of North Carolina; accreditation by the Council on Accreditation of Services for Families and Children, Inc.; and accreditation by the Joint Commission on Accreditation of Healthcare Organizations.

4. To offer services to children and families within the geographic bounds of Salem Presbytery, without regard to race, sex, or religion.

5. To provide speakers, resources, written information, and educational opportunities to individuals, churches, and presbytery groups.

6. To make a sincere effort, in hiring and other policies, not to discriminate based on race, sex, age, or other individual distinctions. It is, however, expected that staff will be professing Christians.

7. To provide tours and to host meetings.

8. To provide an annual report of services provided, and finances.

B. SALEM PRESBYTERY COMMITS TO GRANDFATHER HOME FOR CHILDREN:

1. To pray for the children and families whom Grandfather Home serves, and for staff and trustees.

2. To acknowledge in its mission interpretation that Grandfather Home is an expression of the Presbytery's mission, and to affirm to the community at large the value and integrity of this ministry.

3. To commend to churches Grandfather Home's need for prayers and financial support.

4. To include a written report from Grandfather Home in its minutes and to include Grandfather Home in its distribution of minutes and other significant documents.

5. To provide space at least once each year for Grandfather Home to display information concerning its ministry.

6. To participate in the governance of Grandfather Home by providing assistance with nominations to Grandfather Home's Board of Trustees.

7. To have a group visit Grandfather Home's campus at least once each year.

8. To continue to authorize official recommendation that churches participate in an annual offering to benefit Grandfather Home for Children.

VI. ACCOUNTABILITY AND COMMUNICATION

Both parties agree to provide regular and formal channels of communication as noted above. In addition:

A. The text of this Covenant shall be printed in the 1998 minutes of the Presbytery and references made to it in the appropriate publications highlighting the Presbytery's missions, institutions, and agencies.

B. The Executive Director of Grandfather Home shall be responsible for ensuring that this Covenant is presented to Grandfather Home's Board of Trustees, and the Home's responsibilities are fulfilled.

C. The Stated Clerk of Salem Presbytery shall be responsible for ensuring that all the Presbytery's responsibilities listed in this Covenant be fulfilled.

D. Grandfather Home shall inform the Presbytery of other formal Covenant relationships, with the understanding that not provision of such will be in conflict with the provisions of this Covenant.

VII. REVIEW AND AMENDMENT OF THE COVENANT

A. Representatives of the Presbytery and Grandfather Home (including the Home's Executive Director whenever possible) shall review the Covenant every five years.

B. This Covenant may be amended or renewed by action of the Board of Trustees of Grandfather Home for Children, Inc. and Salem Presbytery.

Grandfather Home for Children	Salem Presbytery
By: ______________________ President	By: ______________________
Date: ______________________	Date: ______________________

COVENANT OF UNDERSTANDING
BETWEEN
WARREN WILSON COLLEGE
AND
SALEM PRESBYTERY

Warren Wilson College and Salem Presbytery mutually commit to a Covenant of Understanding to represent their future relationship to one another. This document is intended to represent that relationship.

The Book of Order of the Presbyterian Church (U.S.A.) affirms that "Truth is in order to goodness; and the great touchstone of truth, its tendency to promote holiness, according to our Savior's rule, 'By their fruits ye shall know them.' And that no opinion can be either more pernicious or more absurd than that which brings truth and falsehood upon a level, and represents it as of no consequence what (one's) opinions are. On the contrary, we are persuaded that there is an inseparable connection between faith and practice, truth and duty. Otherwise, it would be of no consequence either to discover truth or to embrace it."

Salem Presbytery believes that faith and learning are inextricably entwined and that Warren Wilson College assists the Presbytery and the Church with their goals of proclaiming the gospel, ministering to the sick and needy, freeing people from sin and injustice and sharing with Christ in the establishment of His just, peaceable and loving rule in the world.

To underscore the relationship between Warren Wilson College and Salem Presbytery, to honor the ties to the Presbyterian Church (U.S.A.) that have nurtured Warren Wilson College since its beginning, and to build upon this heritage of support, trust, confidence and achievement, Warren Wilson College and Salem Presbytery mutually affirm the following covenants:

Warren Wilson College shall:

1. Publicly celebrate its heritage and affiliation with the Presbyterian Church (U.S.A.) And Salem Presbytery.
2. Offer opportunities to engage in programs and activities of Warren Wilson College for the Presbytery and its churches and individual members.
3. Encourage the involvement of its students, faculty, staff and trustees in the programs and activities of the Presbytery and its member churches.
4. Offer educational and service opportunities for current and future servants of the Church.
5. Offer opportunities for use of Warren Wilson College facilities by the Presbytery and its institutional and individual members.
6. Offer opportunities for the Presbytery and its member churches to participate in the life, service and ministry of Warren Wilson College.

Salem Presbytery shall:

1. Publicly celebrate its heritage and affiliation with Warren Wilson College.
2. Confirm and encourage its members as they are called to be Trustees of Warren Wilson College.
3. Commend to churches Warren Wilson College's need for prayers and financial support.

4. Offer opportunities for presentation and discussion of the interests of Warren Wilson College at Presbytery and church meetings.

5. To provide space at least once each year for Warren Wilson College to display information about the College.

6. Offer opportunities and encouragement for students, faculty, staff and trustees to be involved in the life, service and ministry of the Presbytery and its member churches.

This Covenant of Understanding shall be presented to the Trustees of Warren Wilson College and the Council of Salem Presbytery for their review and approval at least every fifth year after its initial review and approval by those bodies, in accordance with their By-laws and other rules of order.

By the grace of God, in recognition and appreciation of God's gifts, and in order to provide glory and honor to God, Warren Wilson College and Salem Presbytery hereby pledge to uphold the covenants contained therein and to be faithful stewards of their mutual interests. In witness thereof, the duly authorized officer or agent of each has executed this covenant of Understanding.

Warren Wilson College	Salem Presbytery
By: ______________________ President	By: ______________________
Date: ______________________	Date: ______________________

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JAN. 2014